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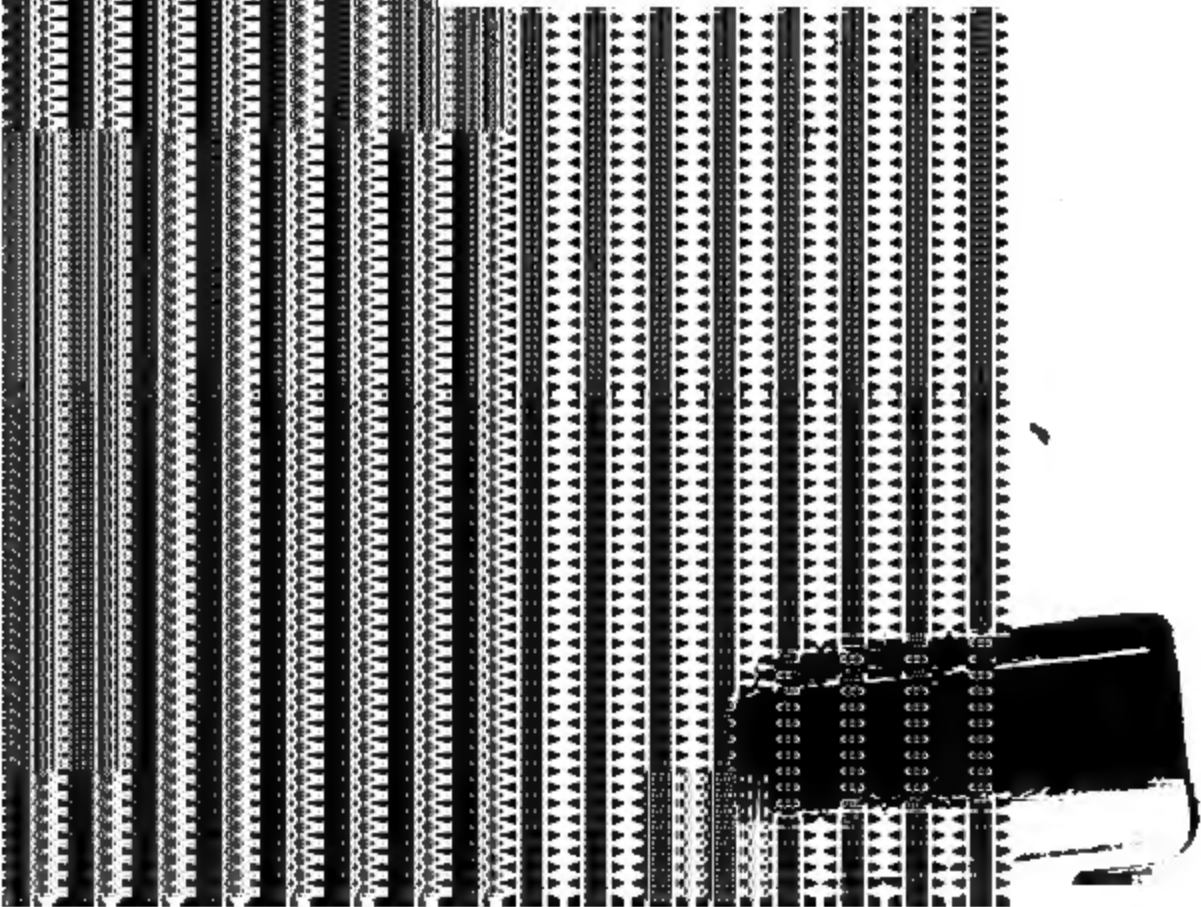
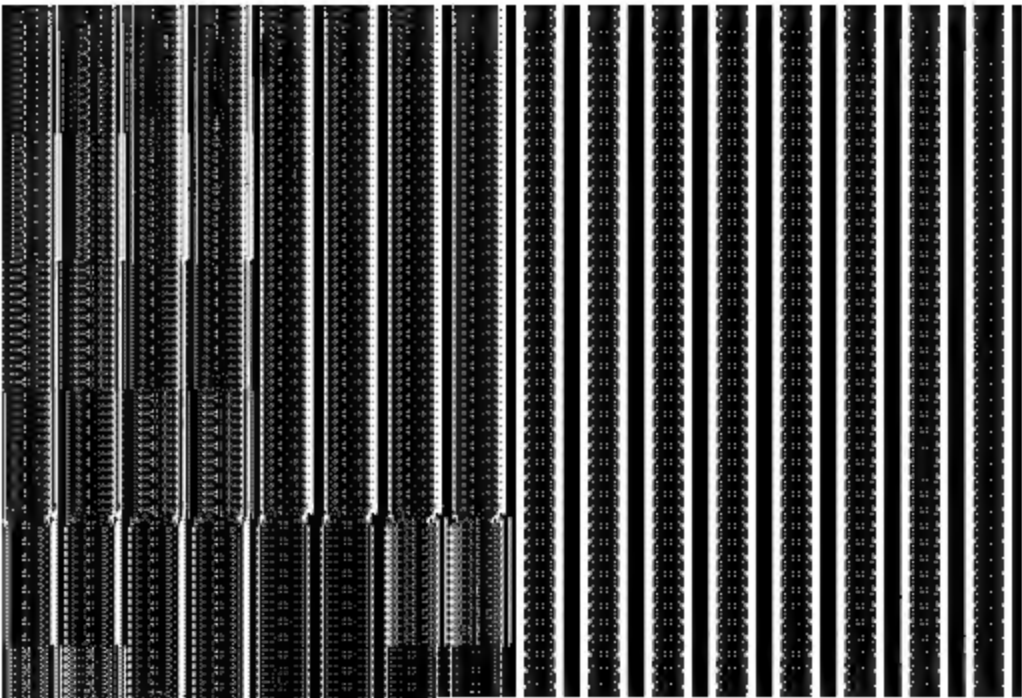
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NEW YORK STATE DEPARTMENT OF LABOR

TWENTY-FIRST ANNUAL REPORT

ON

FACTORY INSPECTION

For the Twelve Months Ended September 30

1906

TRANSMITTED TO THE LEGISLATURE APRIL 12, 1907, AS PART II OF THE SIXTH
ANNUAL REPORT OF THE DEPARTMENT OF LABOR



ALBANY
STATE DEPARTMENT OF LABOR
1907

ALBANY
J. B. LYON COMPANY, STATE PRINTERS
1907

STATE OF NEW YORK

No. 30 B

IN ASSEMBLY

APRIL 12, 1907.

ANNUAL REPORT

OF THE

BUREAU OF FACTORY INSPECTION

STATE OF NEW YORK:

DEPARTMENT OF LABOR,

ALBANY, APRIL 11, 1907.

To the Speaker of the Assembly:

Sir.—I transmit herewith the report of the Bureau of Factory Inspection for the twelve months ending September 30, 1906, constituting the twenty-first report in the series of annual reports upon factory inspection. Respectfully yours,

P. TECUMSEH SHERMAN,

Commissioner.

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REPORT.

The following summary tables present in brief the statistics covering the administrative activities of the Bureau of Factory Inspection for the year ended September 30, 1906.

Tables 1, 3, 4 and 5 are reprinted from the preliminary report of the Bureau, published in connection with the annual report of the Commissioner of Labor, and issued in January, 1907. The additional tables were compiled later.

A comparison of this report with that of 1905 will show the increased efficiency of the service from a purely quantitative standpoint, but this alone will not measure the progress made in administration and enforcement of the law committed to our care.

1.—WORK OF THE DEPUTY FACTORY INSPECTORS.

Summarized from Table I of the Appendix.

Factories, shops, etc.:	
Factory inspections.....	36,679
Tenement shops (front).....	93
Tenement shops (rear).....	649
Bake shops.....	3,912
Quarries and mines.....	116
Total.....	41,449
Applications for license (tenement manufactures):	
Shop buildings investigated.....	310
Tenement buildings investigated.....	3,088
Shop buildings re-investigated.....	108
Tenement buildings re-investigated.....	687
Licensed or unlicensed buildings inspected.....	441
Total—Tenement work.....	4,799
Investigation of—	
Complaints (establishments).....	523
Compliances with orders.....	14,145
Accidents.....	150
Total investigations.....	14,818
Prosecutions completed (compare summary table 4)	237*
Tagging goods (times).....	205

* Exclusive of 3 pending on appeal.

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2.—ORDERS AND COMPLIANCES.

Summarized from Table VI of the Appendix.

	No. of orders issued (net total).*	COMPLIANCES REPORTED BY			Compli- ances in New York City.
		Inspect- ors.	Owners or occupants.	Total.	
1. Post law, schedule of houses, etc. . . .	22,506	22,127	236	22,363	18,533
2. Health and safety.	31,598	19,518	4,386	23,904	15,019
Lighting.	1,281	761	139	900	774
Ventilation and overcrowding.	128	83	14	97	53
Time allowed for meals.	52	31	11	42	38
Sanitary conveniences, cleanliness. . .	15,216	9,347	1,618	10,965	9,405
Dangerous machinery.	8,802	5,487	1,728	7,215	1,965
Elevators, hoistways, etc.	1,262	749	159	908	544
Protection from fire.	3,988	2,520	608	3,128	1,824
Unsafe buildings.	869	540	109	649	416
3. Employment of children.	2,606	2,305	195	2,500	1,628
4. Employment of women and minors. .	644	483	79	562	380
5. Laundries.	240	134	17	151	141
6. Tenement work places‡.	35	26	7	33	6
7. Bakeries.	7,653	4,884	609	5,493	4,067
9. Payment of wages.	30	9	4	13	1
10. Hours of work of males†.	25	20	.....	20	.....
Total.	65,337	49,506	5,533	55,039	39,775

* *I.e.*, exclusive of orders suspended, rescinded, etc.

† In brickyards or on public works.

‡ Exclusive of notifications to file register of out-workers (separately tabulated in table 5 below).

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3.—COMPLAINTS INVESTIGATED.

Summarized from Table VII of the Appendix.

SUBJECT OF COMPLAINT.	SPECIAL INVESTIGATIONS.				Anony- mous com- plaints.†
	Sus- tained.	Not sus- tained.	Place complained of not found, etc.	Total.	
PAYMENT OF WAGES.					
Failure to pay weekly (§ 10).....	4	.....	.....	4	.....
SCAFFOLDING.					
Unsafe scaffolding (§§ 18-20).....	1	1	.....	2	.....
FABRIKES.					
1. Posting of law, etc. (§§ 76-8, 87, 89, 105).....	1	1	.....	2	1
2. Sanitation and safety (§§ 62, 79- 86, 88-91).....	162	116	9	287	138
a. Lighting (§ 81).....	27	5	.....	32	13
b. Ventilation and overcrowd- ing (§§ 85-6).....	3	16	.....	19	17
c. Time for meals (§ 89).....	6	3	.....	9	13
d. Cleanliness and sanitary con- veniences (§§ 84-8).....	*87	56	6	149	74
e. Dangerous machinery (§§ 81, 91).....	21	14	2	37	7
f. Elevators, hoistways, etc., (§ 79).....	5	3	.....	8	2
g. Protection from fire (§§ 80, 82, 83).....	10	15	1	26	5
h. Unsafe buildings (§§ 62, 90).....	3	4	.....	7	7
3. Children (§§ 70, 73, 79, 81).....	84	74	9	167	58
4. Women and minors (§§ 77, 79, 81, 93).....	19	27	3	49	36
5. Laundries, special (§ 92).....	.....	.....	.....	.....	.....
6. Tenement work (Art. VII).....	28	11	2	41	13
General violation of factory law	5	2	1	8	9
BAKERIES.....	34	12	3	49	41
Water closets, drainage or plumbing (§§ 111, 113).....	6	1	.....	7	7
Sleeping in bakeroom (§ 113).....	.....	1	.....	1	2
Ventilation (§ 111).....	*2	5	.....	7	3
Cleanliness (§ 112).....	9	2	2	13	19
Height of ceiling (§ 112).....	11	.....	1	12	.....
Prohibited animals (§ 112).....	1	1	.....	2	1
General violation of bakeshop law..	5	2	.....	7	9
MINES AND QUARRIES.....	.....	.....	.....	.....	.....
CONDITIONS NOT WITHIN DEPART- MENT'S JURISDICTION.....	.....	.....	.....	36	3
Total.....	††338	244	27	§645	†328
New York City.....	272	187	24	511	309
Remainder of State.....	66	57	3	134	19

* Including one partly sustained. †† Including two sustained in part.

† Investigated in connection with regular inspection; no special reports made by inspectors.

§ The number of separate communications was 562, as 62 covered more than one subject; thus 46 contained two subjects; 12, three subjects; 3, four subjects; and 1, five subjects.

‡ The number of separate communications was 285, since 17 covered two subjects, 6 covered three, 2 covered four, and 2 covered five.

4.—PROSECUTIONS.

Summarized from Table VIII of the Appendix.

OFFENSE.	PROSECUTIONS.		RESULT.					FINES.
	Groups.	Cases.	A.	B.	C.	D.	E.	
(A) PROCEEDINGS INSTITUTED BEFORE OCT. 1, 1905.								
1. Administration:								
Interfering with factory in- specter in the performance of his duties.....	1	1	....	....	....		1	....
2. Sanitation and safety:								
Failure to provide water for water closets.....	1	1	....	....	....	....	1	\$ 50
Failure to provide separate water closets for sexes....	8	8	....	1	....	2	5	100
Failure to provide dressing room for women.....	1	1	....	1	....	....	....	....
Failure to provide exhaust fans.....	1	1	....	....	....	....	1	50
3. Children:								
Employment of child under 16 without certificate.....	12	30	....	....	....	22	8	215
Employment of child under 14.....	6	9	....	1	....	6	2	45
Employment of child under 16 more than 9 hours per day.....	1	3	....	....	....	3	....	....
7. Bakeries:								
Failure to whitewash walls and ceiling and to keep bakery clean.....	1	1	....	....	....	....	1	25
Water closet in direct connec- tion with bakeroom.....	1	1	....	....	....	....	1	50
Total.....	33	56	....	3	....	34	19	\$535

NOTE—"Case" signifies each item of prosecution, e. g., a proceeding for the illegal employment of three children is tabulated as *three* cases in *one* group of prosecutions.

A: Pending.

B: Dismissed.

C: Withdrawn.

D: Conviction with suspended sentence.

E: Conviction with fine.

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SUMMARY OF PROSECUTIONS—(Continued).

OFFENSE.	PROSECUTIONS.		RESULT.					FINES.
	Groups.	Cases.	A.	B.	C.	D.	E.	
(B) PROCEEDINGS INSTITUTED IN CURRENT YEAR.								
1. Administration:								
Failure to post law.....	1	1	....	....	....	1	....	.....
2. Sanitation and safety:								
Failure to light halls.....	1	1	1	....	....	....	....	.....
Failure to allow time for lunch after 6 P. M.....	1	1	1	....	....	....	....	.....
Failure to clean water closets§.....	20	20	....	....	....	19	1	\$20
Failure to provide water for water closets.....	1	1	1	....	....	....	....	.....
Failure to provide separate water closets for sexes....	1	1	....	....	....	....	1	30
Failure to provide dressing room for women.....	7	7	....	3	1	....	3	60
Failure to provide exhaust fans.....	6	6	†3	1	1	1	....	.....
Failure to provide fire escape.	1	1	....	....	....	1	....	.....
3. Children:								
Employment of child under 16 without certificate.....	67	107	25	18	1	46	19	\$435
Employment of child under 14.....	38	55	19	7	1	10	16	245
Employment of child under 16 more than 9 hours per day.....	12	22	7	4	....	7	4	90
Employment of child under 16 at night (9 P. M.—6 A. M.)	4	8	....	3	....	3	2	40
Making false statement in application for employment certificate.....	1	1	1	....	....	....	....	.....
4. Women and minors:								
Employment of women after 9 P. M.....	6	6	*3	1	....	1	1	20
Employment of minor more than 60 hours per week...	3	7	5	....	....	2	....	.....
6. Tenement work:								
Removal of "tenement made" tag from goods illegally manufactured.....	1	1	....	....	1	....	....	.....
7. Bakeries:								
Permitting employees to sleep in bakeroom.....	1	1	1	....	....	....	....	.....
Total.....	172	247	67	37	5	91	47	\$940
Grand total.....	205	303	67	40	5	125	66	\$1,475

+ One case pending on appeal.
§ After April 10, 1906, when sec. 95 of the Labor Law went into effect, factory proprietors responsible for unclean closets in tenant-factory buildings were proceeded against summarily under that section rather than by prosecution.

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5.—TENEMENT MANUFACTURES.

STATEMENT COVERING ENTIRE PERIOD OF THE OPERATION OF AMENDED LAW (OCTOBER 1, 1904, TO SEPTEMBER 30, 1906).

	New York City.	Remainder of State.	Total.
Total applications received.....	7,355	461	7,816
Total applications granted.....	5,359	460	5,819
Total applications refused (net).....	1,524	1	1,525
Applications canceled by applicant.....	187	.....	187
Applications duplicated.....	25	.....	25
Applications standing or suspended.....	181	.....	181
Applications pending.....	79	.....	79
Licenses canceled at request of applicant.....	94	9	103
Licenses revoked for unlawful conditions.....	4	.....	4
Total number of licensed premises.....	5,261	451	5,712
Licenses issued.....	4,900	446	5,346
Licenses ready to be delivered.....	365	5	370

RECORD OF OPERATIONS OF LICENSE BUREAU DURING CURRENT YEAR.

	New York City.	Remainder of State.	Total
Applications pending September 30, 1905.....	887	.....	887
Total applications received.....	2,236	193	2,429
Total.....	3,123	193	3,316
(1) Applications for dwellings without clear record from local health or tenement-house authorities and therefore.....	refused.. 604	.....	604
(2) Applications for dwellings with clear record from health and tenement-house authorities, investigated by factory inspector and.....	granted . 1,723 refused.. 338 standing* 179	65 2	1,788 340 179
(3) Applications for shop buildings investigated by factory inspector and.....	granted . 87 refused.. 39 standing. 2	125 1	212 40 2
Applications refused† in class 1 with subsequent report of compliance with orders of health or tenement-house authorities, investigated by factory inspector and.....	granted . 384 refused.. 171	..... .....	384 171
Applications refused† in classes 2 or 3, subsequently re-investigated and.....	granted . 514 refused.. 360	23 3	537 363
Total applications granted.....	2,708	213	2,921
Total applications refused (net).....	83	20	63
Total applications standing*.....	181	.....	181
Applications canceled by applicants.....	66	.....	66
Applications duplicated.....	6	.....	6
Applications pending September 30.....	79	.....	79
Licenses canceled at request of applicants.....	51	9	60
Licenses revoked for unlawful conditions.....	.....	.....	.....
Net increase in outstanding licenses.....	2,657	204	2,861

* These are cases in which investigation showed no work being done or likely to be done on the premises and in which no further application for the license was received after investigation.

† In current or previous year.

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5.—TENEMENT MANUFACTURES—(Continued).

LOCATION OF TENEMENT HOUSES LICENSED FOR MANUFACTURING PURPOSES.

Summarized from Table XIV of the Appendix.

Crry.	Number of licensed premises.
Buffalo.....	98
New York.....	5,261
New York County (Boroughs of Manhattan and the Bronx)....	3,704*
Kings County (Borough of Brooklyn).....	1,536
Queens County and Borough.....	21
Rochester (314) and vicinity (2).....	316
Syracuse.....	36
Yonkers.....	1
Total.....	5,712

REGISTERS OF OUTSIDE WORKERS.

MONTH, 1905.	Notifications issued.	Registers filed.	Returned not found.	Report no outside hands.
October.....	113	46	5	5
November.....	127	52	1	5
December.....	161	88	4	6
1906.				
January.....	200	111	5	4
February.....	314	128	23	29
March.....	359	154	14	10
April.....	168	75	5	7
May.....	366	134	11	18
June.....	517	132	8	24
July.....	604	120	28	61
August.....	786	162	38	98
September.....	185	151	13	32
Total.....	3,900	1,353	155	299

6.—ACCIDENTS IN FACTORIES, MINES AND QUARRIES.

Compiled from Tables IX - XI of the Appendix.

AGE GROUPS.	ALL ACCIDENTS.			Persons killed.	Persons permanently disabled.
	Male.	Female.	Total.		
Under 16 years of age.....	135	25	160	2	26
From 16 to 18 years of age.....	685	170	855	9	175
18 years old and upward.....	11,949	457	12,406	238†	1,771
Age not stated.....	78	5	83	7	22
Total.....	12,847	657	13,505**	256†	1,994‡
Total, 1905.....	7,089	474	7,563	167§	1,577¶

* Of this number 1,645 are on the lower east side of Manhattan (embracing East 14th street from Broadway to East river, the east side of Broadway and the territory lying within these boundaries).

** Includes 1 person, sex not reported.

† Includes 1 woman.

‡ Includes 117 women.

§ Includes 1 woman.

¶ Includes 107 women.

To properly understand the significance of the figures presented, and the vast amount of labor involved in this work, one needs to be possessed of intimate knowledge of the methods employed, the minute details of which impose upon those connected with the Bureau a responsibility that cannot be met without a thoroughly conscientious effort. We cannot undertake to enumerate the multifarious steps which are necessary and which are taken to produce the results shown herein; the limits of this report will only permit a somewhat brief and general discussion of the different phases of the work.

WORK OF THE DEPUTY FACTORY INSPECTORS (Table 1).

This table represents the field work of the deputy factory inspectors. It contains the record of official visits to factories, laundries, shops, bakeries, mines, quarries and tenement houses, of which a record is made. A very large number of visits made by each inspector in the course of a year, while patrolling his district, are unrecorded. These unrecorded visits constitute nevertheless, a most important phase of the duties of our inspectors as laid down in official instructions issued to them. The fact that an inspector is continually passing to and fro in the territory assigned to him, especially in the larger cities, inculcates in the minds of manufacturers a wholesome respect for the bureau and for the law. The importance of this feature of our methods can never be fully realized except by those who are in such close contact with the work as to enable a personal observation of its effect. But it must be quite apparent to all, that as the safety of a given community depends upon the thoroughness of the patrol system of the police department, so must the enforcement of the Labor Law depend upon the adaptability of the methods employed and the efficiency of public officials charged with such enforcement. Violations of the provisions of law prohibiting overtime by women and minors can be detected only by means of night patrolling by the inspectors. It is our purpose to further develop and systematize our patrol system.

Over 60,000 recorded visits to establishments and places under our jurisdiction were made by our field force during the year. Not the least important of which were the special visits to 14,000 establishments to observe compliances with orders issued.

ORDERS AND COMPLIANCES (Table 2).

The total number of orders issued is far in excess of the number recorded for the preceding year. It will be noted that the increase is contained in Divisions II, IV and VII of the table. The orders relating to the administration of establishments, Division I, remain somewhat stationary, in fact the ratio of increase is less than that of the number of places inspected. (32,912 in 1905, 38,562 in 1906.)

Division II shows an aggregate increase in orders given of over 100 per cent. This increase affects or extends through each subdivision in the group and can be accounted for only on the ground that inspections, reported upon the new forms, which were reproduced and explained in our last report, are more minute and complete than ever before. Every provision and point in our factory law is clearly set forth on those forms so that the inspector cannot overlook improper, unsafe or unsanitary conditions in any establishment visited.

Division IV. shows an increase of over 300 per cent in the number of orders over the figures for 1905. This does not necessarily mean that this class of violations was more numerous during the period covered by this report, but it is due to the fact that by reason of improved methods they were discovered in 1906 while in 1905 they escaped observation.

The increase in orders recorded in Division VII is rather striking and is itself a commentary on the service rendered by the Bureau in connection with the inspection of food manufacturing places. These establishments were subjected to the closest scrutiny and no effort spared to bring them up to a high sanitary standard, as evidenced by the unusually large number of recorded compliances.

The efficiency of the Bureau must be measured by its ability and success in securing proper and satisfactory compliance with the law. An unprecedented increase in the number of orders relating to "health and safety" involved a correlative increase in the responsibilities and opportunities of our force. How well or how thoroughly this was appreciated is shown in the number of reported compliances. The ratio of increase of reported compliances is greater than that of the orders issued; but, there is altogether too great a disparity between *orders* and *compliances*. To overcome this a slight increase in our field force is necessary in order

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that the area of inspection districts may be reduced, thereby allowing more time for the *enforcement* of the orders given.

Enforcement of the law means in many cases repeated visits to an establishment, sometimes to explain in detail what is required — to note the progress of the work, and, when extreme measures are to be taken, to obtain proper evidence to sustain a criminal charge of failure to obey our requirements.

COMPLAINTS INVESTIGATED (Table 3).

There is a decrease in the number of recorded complaints. Only 645 special investigations under this head were made as against 1,306 in 1905. These figures are exceedingly low when it is recalled that we are charged with the duty of inspecting approximately 50,000 places. This falling off is due mainly to the policy adopted, to treat anonymous communications containing allegations of unlawful conditions as information calling only for special attention during the regular course of field work.

In previous reports we have called attention to the apparent unreliability of a large percentage of these complaints. There is no hope for relief in this direction; neither can we, without investigation, determine the character of the information laid before us. We urge again that those who wish to file complaints with this Bureau give us their names and addresses. If this is done not only will the receipt of the complaint be acknowledged, but information showing the *result* of our investigations will be sent to the address given. We are desirous on the one hand of discouraging anonymous communications, while on the other we wish to encourage authentic, definite statements, even though sometimes ultra technical and far fetched. The person who files a bona fide complaint of violation of the Labor Law is virtually an auxiliary inspector, and is entitled to the gratitude of those who seek a thorough enforcement thereof.

The Bureau received and handled twelve formal complaints relating to alleged violations of certain provisions of article I of the Labor Law on public works. Ten charged violation of the Eight-Hour Law, and two related to the nonpayment of the prevailing rate of wages. Of the first group, four were sustained and such action taken thereon as the law directs; one sustained in part, two not sustained, and in two cases the Department had no jurisdiction, while the remaining case is not yet closed.

In regard to the prevailing rate of wages, one complaint was not sustained, while in the other we had no jurisdiction.

In addition to the formal complaints last mentioned, extensive correspondence was carried on between the Bureau and persons in different sections of the State who were interested in the enforcement of the Eight-Hour Law. We were called upon to advise as to methods of securing compliance with its terms, by direct intercourse with the local authorities of the several municipalities where alleged violations existed, and, in the event of failure, how to prepare complaints for filing in this Department, all of which added materially to the work of the Bureau.

PROSECUTIONS (Table 4).

There is a close connection between this table and Table II, for it represents the extreme measures resorted to by the Bureau in order to accomplish its mission. There are two groups in this table. The first (A) covers the unfinished work of the previous year, cases which had been instituted prior to October 1, 1905; the second (B) contains all cases instituted during the year covered by this report; 67 of the latter were pending October 1, 1906.

It must be confessed that the net results of our punitive efforts have been disappointing. Too many convictions with suspended sentences. Taking both groups together we have a total of 191 convictions out of 236 cases, or 80 per cent. But, when we examine the column, showing the penalties imposed, we find that out of 191 convicted cases fines were charged in only 66 or about 28 per cent. The stigma of a recorded conviction means comparatively nothing to a large number of those brought into court, while a fine is most impressive. It is our purpose more and more to lay stress upon this point, to the end that judicial officers may see the necessity for a more rigorous application of prescribed penalties.

Taking into consideration the time and labor spent in connection with our court work, our success measured by tangible results is not at all reassuring. There is no branch of the work so reluctantly undertaken by our deputy inspectors because of the many annoying delays and the uncertain outcome of cases. There is nothing quite so depressing to a conscientious public officer, whose duty it is to enforce law, as to find himself before an unsympathetic magistrate who is more bent not only on upholding

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the rights of the defendant, but on seeking an excuse for leniency, than he is to encourage the officer in the performance of his duty.

Disappointments, however, are not deterrents — they serve rather to spur us to renewed effort and vigilance. If a case is lost on a technicality, we shall see to it that the weak link in the chain of evidence is eliminated from subsequent cases. We adapt ourselves to circumstances. We will pass by cases in which the legal evidence to sustain a criminal charge is weak and move against the persistent violators of law with cases so clear that the result will not be in doubt. In other words, we intend to make it as difficult as possible for judges to deal too leniently with the offenders whom we undertake to punish.

TENEMENT MANUFACTURE (Table 5).

* There is a decrease in the number of tenement house inspections, for the reason that comparatively little attention has been given to that phase of our work, beyond the point of dealing with applications for licenses. It is proper, however, to call attention to the fact that in addition to the matters treated of in Table I, some 3,727 tenement-houses were under continued observation, and the official record of attention given thereto will be found in our files.

The number of licenses issued under the provisions of section 100 increased during the year about 100 per cent. The periodic inspection of all licensed premises should have been undertaken, but, owing to the imperative need of factory inspection and the great amount of work incident thereto, we were unable to do more. The addition to our field force was not available for this purpose before the close of the fiscal year.

The figures given in Table 5 show that 7,816 applications for licenses have been received in two years, during which the present law has been in effect, and that all but 79 thereof have had official attention. On 5,819 applications licenses were granted and 1,525 were denied. Twenty-five were duplicates; this duplication was due mainly to the fact that many applicants are unable to read, write or speak English, and, when all the facts are considered, the wonder is that we have so few duplicates to record. One hundred and eighty-seven applications were canceled at the request of the

* Reprinted from the preliminary report of the Bureau.

applicants; this course, in a majority of cases, was decided upon after they had realized the purport of the statute and the obligations imposed upon the owners of premises that are licensed. One hundred and eighty-one applications have been suspended or allowed to stand; this course is followed in all cases where the sanitary condition of the house is satisfactory and where it appears on investigation that there is no work done on the premises, subject to the provisions of section 100, and our inspectors are informed that no such work will be engaged in or permitted to be done therein; therefore, in order to avoid the cancelation of licenses at the request of applicants and to reduce the clerical work of the bureau it was deemed advisable to hold in suspense all such applications until a formal inquiry or request for action thereon be received.

The total number of licensed houses or buildings in the State on September 30, 1906, was 5,712, of which number 5,261 were in Greater New York. Licenses have been actually issued to cover 5,346 places; this left 370 on hand, ready for delivery at the close of the period covered by this report.

Only four licenses have been revoked for unlawful conditions. This number will doubtless increase just as soon as the Bureau can undertake systematic periodic inspections of licensed houses. For, while the administration of the law has produced remarkable improvement in the houses affected by its provisions, it is obviously true that the number of revocations of licenses is disproportionately low. When we begin the periodic inspection above mentioned we shall, where necessary, by the process of elimination or revocation of licenses, force upward the standards of sanitation in the houses against which we proceed. When this can be done, the real purpose of the legislation will be accomplished.

LOCATION OF LICENSED TENEMENT-HOUSES.

This summary is unimportant except as an index to the localization of the problem of tenement-house inspection and supervision of manufacture therein. It will be seen from the foot note that over 44 per cent of the licenses granted in Manhattan and the Bronx are confined to a comparatively small area. This grouping, however, does not show with sufficient clearness the true state of things. It simply shows that a great deal of home manufacturing is done in that section of Manhattan bounded on the north by Fourteenth street and on the west by Broadway. A very considerable number of licensed houses are located on the west side of

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Broadway and south of West Fourth street. In other words, so far as Manhattan is concerned, this feature of our work is heaviest south of Fourteenth street.

Brooklyn is credited with over 1,500 licensed houses. This does not represent all the houses therein where manufacturing, subject to section 100 of our law, is engaged in. Work is conducted illegally in perhaps as many more houses as are now licensed, both in Brooklyn and Manhattan. We shall gradually bring them all under the law or stop the practice.

In the other cities of the State the work is comparatively easy, the number of licensed houses and of manufacturers who give out work is small and, therefore, the task of regulation is light. Furthermore, the average up-State manufacturer is more amenable to the rules set down for him than is his metropolitan brother, and is less likely to take a chance of being caught in a violation. All of which tends to make lighter the task of administration of the deputy factory inspectors who cover the inland cities.

FINANCIAL STATEMENT.

The following is a statement of the fees for license frames collected by the Bureau during the entire period of the operation of the present law (October 1, 1904 to September 30, 1906), and turned over to the State Comptroller:

1905.		
Jan.	13.....	\$233 00
Feb.	3.....	237 00
March	3.....	252 00
April	12.....	291 00
May	19.....	191 00
June	7.....	247 00
July	3.....	245 00
August	10.....	211 00
Sept.	8.....	241 00
Oct.	4.....	165 00
Nov.	22.....	150 00
Dec.	22.....	253 00
Dec.	30.....	329 00
1906.		
Jan.	18.....	306 00
Feb.	15.....	81 00
March	10.....	623 00
April	13.....	328 00
May	11.....	127 00
July	3.....	160 00
July	3.....	117 00
August	3.....	20 00
August	29.....	4 00
Total.....		<u>\$4,811 00</u>

REGISTERS OF OUTSIDE WORKERS.

In the report of the Bureau for 1905 it was stated that it was our fixed purpose to develop our register records until they became a valuable auxiliary to the enforcement of the law relating to manufacture in tenement-houses. A comparison of the figures published in that report with those contained in this will show the extent of our activities in this connection.

Last year we sent out notices to 403 manufacturers, requiring them to file in our office a copy of the register prescribed in section 101. This year 3,900 such notices were served. Last year 168 registers were filed; this year we received 1,353. Out of the total number of notices mailed only 4 per cent were returned undelivered by the postal authorities. Two hundred and ninety-nine responded, stating they did not give out any material to be manufactured.

What is done with the registers? They are carefully examined and locations checked; if addresses appear thereon that, according to our records, are unlicensed, a notice is immediately sent to the manufacturers calling attention to such fact and warning against furnishing goods to parties living therein. It is, of course, obvious that errors in names and addresses will creep into the registers, and that when the last mentioned notice is sent out, interruptions in the work of some persons will be the result. The effect of our increased activity has been to bring in applications for licenses in a steady flow, for when tenants find they cannot work in an unlicensed house they bring pressure to bear on the owner. In other words, the utility of the register is to extend the jurisdiction and authority of the Bureau until every tenement-house where manufacturing is done is made subject to our inspection and supervision.

ACCIDENTS (Table 6).

We have been calling attention each successive year since 1902 to the growth in the number of *reported* accidents. The same condition must be again recorded, only in a more pronounced degree than in any other twelve months of our departmental existence. The figures have gone from 7,563 in 1905 to 13,505 in 1906 — or an increase of about 80 per cent in one year.

Of all the persons injured, a little less than 92 per cent were over 18 years of age, a little over 6 per cent between 16 and 18, while 1.2 per cent were under 16 years. It is a somewhat

peculiar coincidence that the percentage of children under 16 sustaining injuries is almost precisely the same as the general percentage of child labor in the State. To be exact, it is just a trifle lower.

Our system of classifying accidents reported to the Bureau has been changed. Heretofore they were classified by industries. The change was made for the reason that the cause of the accident is of primary importance. We have sought to gain definite information on this point in every case reported. Our purpose is to enable our inspectors to gather from the data collected, knowledge of a practical character, indicating the more prolific causes of personal injuries. The result of this, we hope, will be a corps of alert and efficient inspectors, who, by reason of their special knowledge concerning the relative dangers surrounding different machinery, will be in a position to caution factory owners and operatives and to insist upon the adoption of greater measures of safety than now obtain in our mills and factories. It is to be hoped, also, that the builders of all kinds of machines will profit by the array of facts presented and endeavor to equip their products with improved safety appliances before marketing.

An examination of Table IX in the appendix will, no doubt, prove interesting. We find that mechanical power or power driven machinery caused about 50 per cent of all the accidents reported during the year.

To give an absolutely accurate account of the causes of accidents is impracticable, for the reason that such a minute classification could not be undertaken within reasonable limitations. We have, however, in this table shown the relative dangers surrounding power machinery. Look at the group containing metal working machinery. Taking these figures as a basis, it is easy to figure that stamping machines are twice as dangerous as drilling and milling machines, and six times more dangerous than are lathes; therefore, the stamping press is deserving of special attention. The proprietor of this class of machines will say that almost every accident is the result of carelessness, such as tripping the hammer when the hand is in the danger zone. This is true of many cases, but is it not equally true that the constant operating of such a machine by foot release produces in the operator a habitual motion by which he unconsciously releases the punch? If this be true, then we are justified in saying the punch press is not fully nor sufficiently developed. The inventor has failed to take into ac-

count the element of inseparable danger attendant on its operation. Is it not a perfectly feasible and practical proposition to provide a hand release for stamping presses? Let us hope in the interest of those who toil thereon, that the time will come when not only the hand release, but the electrical push button, will have been substituted for the accident-producing foot release on all power presses.

We could go through each sub-group in this table and call attention to such machines and parts thereof as are surrounded by special elements of danger, but such a course is unnecessary, for the information is conveyed in a form so simple that he who examines the table cannot fail to understand its significance.

The comparative seriousness of the accidents recorded is shown in Table X (see appendix). It will be noticed that 54 per cent are what might be termed trivial, consisting of lacerations, cuts and bruises, resulting in temporary disablement, presumably, for brief periods. The number permanently disabled is large, consisting of over 14 per cent of the whole number. The fatalities are not numerous, but both of the latter mentioned are serious enough to demand consideration.

What is to become of the dependents of the 2,250 persons included in these two groups? There should be some compensation for these sacrifices on the altar of industry, independent of the damages assessed as a result of suits-at-law.

EMPLOYEES IN FACTORIES.

The Factory Inspector is brought into close contact with the progress of our industries, and the statistics relating to employees in the mine, factory, mill and workshop, constitute a fairly accurate gauge of the growth of industry.

In the annual report for the year 1896, the factory inspector of this state reported 537,702 employees in 22,323 establishments. The figures have grown steadily each year, until at the close of the year 1906 we show a total of 1,064,846 actually working at the time of inspection in 38,562 establishments. If we take the figures given by the manufacturers regarding the maximum number employed at any time during the year, the number of employees given above is augmented by 110,000. These statistics show that in the ten years past the growth of our industries has been steady and strong. The increase in the number of establishments inspected is 73 per cent, while the number of employees is 98 per cent greater than ten years ago.

That the facts herein mentioned are a correct barometer of the material well being of our people, cannot be questioned. Never before was labor in such demand nor commanding better terms and conditions of employment.

The vast army of producers accounted for in our statistics is divided into five groups — according to the differentiation in the provisions of the law relating to their employment. The males are in three groups or divisions — adults, 18 years and upwards; minors, 16 to 18 years; boys, 14 to 16. There are but two groups of females — girls, 14 to 16, and all above 16.

The total number of males in the workshops is 717,921, 96 per cent of whom are adults. Of females there are 296,103, over 97 per cent being above 16 years of age.

CHILD LABOR.

No subject relating to social economics has received greater attention in recent years than that of the employment of children. Civic organizations, labor unions, church associations, and kindred bodies have engaged in a vigorous campaign for the elimination of all undesirable and health-breaking forms of child labor. This movement or agitation has the advantage of being strongly sentimental, engaging the sympathies of all good people with the helpless children of our mills, workshops and stores, while at the same time it is also an intensely practical work that has been undertaken. The progress of child labor legislation in this state has in the last few years been strong and steady.

The right of the child to engage in gainful occupation has been recognized and is fully safeguarded. The exercise of paternal authority by the state in respect to its wards has had for its purpose the insuring to each child proper physical and intellectual development. The method adopted to produce this result is substantially the same as that in vogue in other countries and states — the establishment of a minimum age limit and the imposition of educational tests, supplemented by limitation of the hours of labor and regulation of the conditions of employment. The children who qualify under our laws are given a certificate, by virtue of which they are permitted to work in factories, mills and shops. Those who fail to come up to the requirements cannot legally be employed. Child labor, therefore, is divided into two classes — legal and illegal. Indiscriminate condemnation of the employers of children in this state is wrong and entirely uncalled for. We

must learn to differentiate between legal and illegal child labor. The manufacturer who obeys every provision of law relating to this class of help should not be subjected to sweeping criticism which strictly applies only to those who, with utter disregard for the law and morality, employ any child that applies for work.

We believe that for children to work, under proper supervision and regulation, is an economic and industrial necessity; moreover, it is a self-evident fact that the restraint incident to the discipline maintained in a well ordered factory exerts a beneficial influence over the children employed therein.

It is economically right, because the child should early be taught the duty of becoming self-sustaining and to perform its part as a member of society; nothing conduces to this spirit more than association with men and women who are self-reliant and self-respecting members of their respective social and civic circles.

It is industrially a necessity, because of the operation of that inexorable law of nature which decrees that the aged shall die. The thinning of the ranks of the workers by the many processes which operate in that direction, creates a demand that must be supplied. Industry must recruit from among the rising generation; failing to do so it will fall into decay.

Proper factory discipline is helpful to the child, because it tends to the formation of habits of life that in after years become invaluable. Punctuality, orderliness, attentiveness, concentration or thorough application to the task in hand are the lessons taught to the youngsters in our industrial hives, and the boy who enters the factory between fourteen and fifteen is more apt to profit by these things than his brother who enters on his life's task some years later. This, of course, does not apply to the youths who are high school or college students.

Our statistics show that 13,158 children between fourteen and sixteen were employed in and in connection with the establishments inspected during 1906. This constitutes 1.2 per cent of all employees throughout the state, or about the same ratio as last year. Of this number, 3,602, or more than 27 per cent, were illegally at work. These cases of illegal child labor were found in 2,135 establishments. This means that over 36,000 places inspected were free from violations of this law. It should be remembered that a very large number of factories employ no children at all; therefore, the significance of the latter mentioned figure is not so great.

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There is very little excuse for illegal child labor in this state — still our inspectors find it almost daily. Is this form of lawbreaking on the increase? I think not. We believe that our new methods, together with our unprecedented activity along this line is bringing to light every case of child labor in every factory visited by our representatives. No effort was spared to get at the true state of affairs in respect to this important subject, and the increased number reported is at the same time an arraignment of the manufacturers of this state as well as a tribute to the zeal of the inspectors of this bureau. Another factor that contributed largely to this increase was the delinquency of school authorities during the school season immediately preceding the summer vacation. Children were advised that employment certificates were not necessary to work during the vacation, and as a result they flocked into the factories as soon as the schools closed. In proof of this we submit the following figures:

In Greater New York a total of 2,535 children were dismissed from employment; of this number 1,049, or over 41 per cent, were found during the period immediately following the closing of the schools. In the remainder of the state a total of 1,067 children were dismissed, of which number 843 or 79 per cent were dismissed during the months of July, August and September. In respect to the territory outside of Greater New York, it is but fair to say that during the four winter months comparatively little factory inspection can be done, owing to the weather conditions, and, therefore, the high percentage of children dismissed during the school vacation period is not to be taken at its exact face value. It is, nevertheless, illustrative of the truth of our assertion in regard to the responsibility of school officials for the apparent increase in illegal child labor. The excuse invariably given by the employers was that they understood that certificates were not required during vacation, and in many instances evidence was found that the children had been informed by their teachers that they did not require "working papers" while the schools were closed.

Perhaps it would not be uninteresting to give the percentages of child labor to the whole number of factory employees recorded in each county of the state:

Albany.....	1.5+	Chemung.....	0.4+
Allegany.....	0.8+	Chenango.....	0.5+
Broome.....	0.5+	Clinton.....	0.5+
Cattaraugus.....	0.9+	Columbia.....	2.5+
Cayuga.....	0.8+	Cortland.....	0.7+
Chautauqua.....	1.6+	Delaware.....	0.5+

Dutchess.....	2. +	Otsego.....	1. +
Erie.....	0.8 +	Putnam.....	0 2 +
Essex.....	0.2 +	Queens.....	2.1 +
Franklin.....	0.5 +	Rensselaer.....	0.9 +
Fulton.....	1.5 +	Richmond.....	1. +
Genesee.....	2.7 +	Rockland.....	1. +
Greene.....	1.3—	St. Lawrence.....	1.3 +
Hamilton.....	0.0	Saratoga.....	0.7 +
Herkimer.....	1.1 +	Schenectady.....	0.2 +
Jefferson.....	0.5 +	Schoharie.....	0.1 +
Kings.....	1.5 +	Schuyler.....	0.0
Lewis.....	0.2 +	Seneca.....	1. +
Livingston.....	2. +	Steuben.....	0.2 +
Madison.....	2.2 +	Suffolk.....	3.1 +
Monroe.....	1.6 +	Sullivan.....	1.4 +
Montgomery.....	2.6 +	Tioga.....	0.8 +
Nassau.....	0.5—	Tompkins.....	0.1 +
New York.....	1. +	Ulster.....	3.5 +
Niagara.....	1.3 +	Warren.....	1. +
Oneida.....	2.3 +	Washington.....	3.2 +
Onondaga.....	1.4 +	Wayne.....	1.1 +
Ontario.....	0.3 +	Westchester.....	0.8 +
Orange.....	1.4 +	Wyoming.....	1. +
Orleans.....	0.8 +	Yates.....	0.3 +
Oswego.....	2.3 +		

It is a singular fact that relatively speaking, child labor is lighter in the densely populated centers of the state, the percentage for Greater New York being but 1.1+ per cent as against 1.2+ per cent for the whole state and 3.5+ per cent in Ulster County, 3.2+ per cent in Washington County, and 3.1+ per cent in Suffolk County. On the other hand, illegal child labor is much heavier in the metropolis. Of all children reported working in factories, etc., a little more than half, or 52.3 per cent were found in Greater New York; but when we examine the figures relating to those illegally employed, we find that out of 3,602 not less than 2,535, or a little over 70 per cent, were in the factories and shops of that city. The inference from the foregoing facts is plain—that among those in New York who employ children there is less regard for the law than is found among the manufacturers of inland cities and villages; consequently, the task of the bureau in respect to the evils of illegal child labor is relatively greater and demands closer attention in that city than elsewhere in the state. It is our purpose to increase our activity in that direction to the end that the evil be wholly eradicated. This can only be accomplished by more frequent recourse to the punitive provisions of our statutes.

CONCLUSION.

It is unnecessary to undertake a discussion of the conditions in factories which made necessary the enactment of our factory laws. The ground has been thoroughly covered in preceding reports, and

repetition is neither necessary nor profitable. But new and somewhat novel provisions were added to our laws by the Legislature of 1906, affecting conditions, often described, to be found in bakeries and in a certain class of buildings devoted to manufacturing. These new provisions became effective, in respect to factories (§§ 94-95), in April, 1906, and in respect to bakeries (§ 114) on October 1, 1906. We are now empowered to take summary action to compel the observance of proper sanitary measures. We stop work in unclean factories where they engage in manufacturing certain specified goods. This undoubtedly is the most effective step yet taken to bring shops up to a decent standard of cleanliness. A majority of our deputy factory inspectors in Greater New York have had some experience in applying the new law, and they all are of one mind as to its practical value.

In regard to bakeries, it was felt that in Greater New York special attention should be given them, and one inspector was detailed for Manhattan and the Bronx, and one for Brooklyn, to have charge of the enforcement of law therein. Inasmuch as the new provisions went into effect after the close of the period covered by this report, the effect cannot properly be discussed at this time. It will, however, form an interesting topic for the next report.

The work of the Bureau has on the whole been effective and satisfactory. Each inspector and attache is imbued with the desire to excel in the performance of duty. This spirit is to be commended and encouraged. We have, however, not reached a state of perfection. There is yet room for improvement and it is our purpose resolutely to push forward to a still higher plane. Critical observation and study of our work, by persons qualified to pass judgment thereon, is invited. We want light from all points to be brought to bear upon our problem, to the end that the service rendered be the better adapted to produce the results contemplated by the framers of our factory laws.

Respectfully submitted,

(Signed)

JOHN WILLIAMS,
First Deputy Commissioner of Labor.

ASSIGNMENTS OF WORK TO DEPUTY FACTORY INSPECTORS.

FIELD WORK: FACTORIES AND BAKERIES.

<i>Counties.</i>	<i>Inspectors.</i>
New York and Kings (Boroughs of Manhattan, The Bronx and Brooklyn, New York City).....	Messrs. Arnold and Ash, Miss Bannon†, Messrs. Barshall†, Bell†, Brenner†, Miss *Brown†, Messrs. ‡Brody†, Cangialosi†, Davie†, §Donald† and Donahue†, Miss Flinn†, Messrs. Flanagan† and Ford†, Miss Foster†, Mr. Goodelman†, Mrs. Gourlie†, Messrs. Guyett†, Halberstadt†, Hanlon†, Harmon, Horkimer†, Horn† and Ireland, Messrs. Kinney, Lessels and Lownsberry, Mrs. Nagle†, Messrs. Nash, Neely†, O'Rourke, Owen and Pearson†, Miss Reilly, Messrs. Roberts, Rich†, Schnur, Sirotta, Sliter, Stewart, Sullivan, Tibbs, Whelan†, Walling†, Williamson† and Yard.
Albany.....	Mr. Owen and Miss Reilly.
Allegany.....	Mr. Kinney.
Broome.....	Mr. Nash.
Cattaraugus.....	Mr. Yard.
Cayuga.....	Mr. Ireland.
Chautauqua.....	Mr. Kinney.
Chemung.....	Mr. Sliter.
Chenango.....	Mr. Nash.
Clinton.....	Mr. Owen.
Columbia.....	Mr. Lessels.
Cortland.....	Mr. Sliter.
Delaware.....	Mr. Nash.
Dutchess.....	Mr. Lessels.
Erie.....	Messrs. Kinney, Schnur and Yard.
Essex.....	Mr. Owen.
Franklin.....	Mr. O'Rourke.
Fulton.....	Mr. Lownsberry.
Genesee.....	Mr. Sullivan.
Greene.....	Miss Reilly.
Hamilton.....	Mr. Lownsberry.
Herkimer.....	Mr. Lownsberry.
Jefferson.....	Mr. Arnold.
Kings (see New York and Kings above).	
Lewis.....	Mr. O'Rourke.
Livingston.....	Mr. Roberts.
Madison.....	Mr. O'Rourke.
Monroe.....	Miss Kane and Mr. Sullivan.

*On indefinite leave of absence without pay since June 30, 1906.

†Permanently assigned to New York and Kings; assignments of others to those counties were for a portion of the year only.

‡On indefinite leave of absence without pay since April 30, 1906.

§Died July 1, 1906.

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<i>Counties.</i>	<i>Inspectors</i>
Montgomery.....	Mr. Lownsbery.
Nassau.....	Messrs. Havens and Harmon.
New York (see New York and Kings above).	
Niagara.....	Messrs. Kinney, Schnur and Yard
Oneida.....	Messrs. Lownsbery and O'Rourke.
Onondaga.....	Mr. Arnold.
Ontario.....	Mr. Roberts.
Orange.....	Mr. Tibbs.
Orleans.....	Mr. Sullivan.
Oswego.....	Mr. Arnold.
Otsego.....	Mr. Nash.
Putnam.....	Mr. Ash.
Queens (Queens Borough, New York City).....	Messrs. Havens and Harmon.
Rensselaer.....	Mr. Lessels.
Richmond (Richmond Borough, New York City)....	Messrs. Havens and Harmon.
Rockland.....	Mr. Tibbs.
St. Lawrence.....	Mr. O'Rourke.
Saratoga.....	Mr. Owen.
Schenectady.....	Mr. Owen.
Schoharie.....	Mr. Owen.
Schuyler.....	Mr. Sliter.
Seneca.....	Mr. Ireland.
Steuben.....	Mr. Yard.
Suffolk.....	Messrs. Havens and Harmon.
Sullivan.....	Miss Reilly.
Tioga.....	Mr. Sliter.
Tompkins.....	Mr. Ireland.
Ulster.....	Miss Reilly.
Warren.....	Mr. Owen.
Washington.....	Mr. Lessels.
Wayne.....	Mr. Ireland.
Westchester.....	Mr. Ash.
Wyoming.....	Mr. Roberts.
Yates.....	Mr. Roberts.

FIELD WORK: MINES AND QUARRIES.

All counties.....Deputy Mine Inspector Gilmore.

OFFICE WORK.

Albany.....Messrs. Blanchard* and Gilmore, Mrs. Greene*, and Miss Reilly.
New York City.....Miss Bannon and Mrs. Gourlie.

*Permanently assigned to office work; office assignments of others were for only a portion of the time.

APPENDIX

STATISTICAL TABLES

NOTE.

The text of the Factory Law, which has usually followed the Report proper, is omitted this year because it is contained in the report of the Commissioner of Labor (pages 144-165), already published as Part I of the Department's report for 1906.

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TABLE I.—MONTHLY SUMMARY OF WORK

ITEMS.	FISCAL YEAR, OCTO					
	Oct.	Nov.	Dec.	Jan.	Feb.	March.
Factories, shops, etc.:						
Factories inspected.....	2,515	2,729	2,899	2,981	3,324	3,955
Tenement shops (front).....	7			4	9	8
Tenement shops (rear).....	1		75	147	24	37
Bake shops.....	276	196	309	384	336	439
Quarries and mines.....						
Total.....	2,799	2,925	3,283	3,516	3,693	4,439
Applications for licenses (tenement manufactures):						
Shops investigated.....	79	77	11	23	25	17
Tenements investigated.....	253	361	394	463	317	172
Shops re-investigated.....	5	13	10	5	4	3
Dwellings re-investigated.....	34	38	40	84	95	99
Licensed and unlicensed apartments inspected.....	31	22	26	46	4	47
Total—Tenement work...	402	511	481	621	445	338
Investigation of—						
Complaints.....	80	86	27	44	38	28
Compliances with orders.....	293	399	388	631	582	1,054
Accidents.....	28	15	14	12	13	9
Total investigations.....	401	500	429	687	633	1,091
Appointments on account of prosecutions.....	10	1	2	6	5	1
Tagging goods (times).....	16	11	2	33	7	6

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.33

OF DEPUTY FACTORY INSPECTORS.

BER 1, 1905, TO SEPTEMBER 30, 1906.

April.	May.	June.	July.	Aug.	Sept.	Total.	TOTAL 1905.
3,685	3,570	3,548	3,151	2,596	1,726	36,679	30,094
2	14	16	14	17	2	93	600
11	192	16	73	57	16	649	586
349	345	298	384	363	233	3,912	2,992
12	17	11	33	19	24	116	137
4,059	4,138	3,889	3,655	3,052	2,001	41,449	34,409
6	10	29	10	5	18	310	655
109	152	203	187	245	232	3,088	3,250
.....	8	28	5	17	10	108	48
26	74	81	71	86	124	852	559
6	55	88	76	28	12	441	7,425
147	299	429	349	381	396	4,799	11,937
44	34	44	28	41	29	523	908
1,094	1,649	1,311	2,071	1,778	2,895	14,145	8,981
18	7	9	8	8	9	150	72
1,156	1,690	1,364	2,107	1,827	2,933	14,818	9,961
46	38	38	36	30	24	237	224
8	7	26	19	47	23	205	276

TABLE II.—STATISTICS OF FACTO

COUNTY.	Number of inspec- tions.	Fac- tories in- spected.	Number of estab- lish- ments with no em- ployees.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
					Office help.	Shop force.	Total.
Albany.....	811	804	22	480	877	26,875	27,752
Allegany.....	121	120	1	50	48	1,303	1,351
Broome.....	328	253	4	202	476	10,592	11,068
Cattaraugus.....	174	172	3	44	137	5,137	5,274
Cayuga.....	319	195	1	75	431	9,591	10,030
Chautauqua.....	396	386	.....	408	470	14,386	14,856
Chemung.....	233	204	.....	22	236	6,867	7,103
Chenango.....	154	103	3	72	79	2,043	2,122
Clinton.....	157	153	.....	62	96	2,268	2,367
Columbia.....	117	112	6	40	91	5,526	5,617
Cortland.....	91	89	.....	37	117	3,923	4,040
Delaware.....	119	82	.....	58	38	1,562	1,600
Dutchess.....	276	274	13	103	211	10,425	10,636
Erie.....	1,607	1,581	20	1,008	4,160	70,476	74,669
Essex.....	81	77	.....	29	60	1,504	1,564
Franklin.....	52	47	.....	13	13	1,642	1,655
Fulton.....	252	252	.....	59	107	8,686	8,793
Genesee.....	81	79	.....	37	103	3,845	3,948
Greene.....	52	52	3	17	32	1,756	1,788
Hamilton.....	.....	.....	.....	.....	.....	.....	.....
Herkimer.....	108	104	2	17	205	9,116	9,321
Jefferson.....	209	179	8	104	291	7,442	7,733
Kings*.....	4,740	4,680	109	2,377	3,526	126,663	130,189
Lewis.....	60	57	2	29	.....	805	805
Livingston.....	151	148	2	152	63	2,207	2,270
Madison.....	232	130	4	55	41	3,306	3,347
Monroe.....	2,181	1,503	18	966	2,102	50,696	52,718
Montgomery.....	125	121	3	29	152	12,066	12,221
Nassau.....	295	208	5	108	36	2,652	2,688
New York*.....	20,538	20,320	44	9,997	28,238	468,018	496,336
Niagara.....	244	237	3	110	581	11,723	12,304
Oneida.....	556	428	6	139	638	24,286	24,924
Onondaga.....	646	536	9	363	1,592	26,416	28,008
Ontario.....	314	186	4	217	165	4,709	4,874
Orange.....	210	209	1	90	300	12,805	13,205
Orleans.....	61	61	.....	21	26	1,713	1,822
Oswego.....	149	147	4	106	245	8,063	8,312
Otsego.....	145	110	4	84	77	2,308	2,385
Putnam.....	21	21	.....	12	23	1,260	1,283
Queens*.....	457	422	4	110	561	21,093	21,654
Rensselaer.....	573	561	2	236	673	26,856	27,529
Richmond*.....	176	173	6	66	207	8,244	8,451
Rockland.....	98	97	1	26	86	5,180	5,269
St. Lawrence.....	190	184	3	70	51	5,333	5,384
Saratoga.....	245	242	.....	117	283	7,897	8,180
Schenectady.....	234	198	3	132	1,820	17,974	19,794
Schoharie.....	73	73	.....	60	24	648	672
Schuyler.....	38	38	.....	21	20	635	655
Seneca.....	154	83	1	29	125	3,062	3,187
Steuben.....	234	233	.....	125	194	8,270	8,464
Suffolk.....	268	267	6	167	102	3,805	3,907
Sullivan.....	30	30	.....	21	2	215	221
Tioga.....	91	91	.....	44	59	1,372	1,431
Tompkins.....	279	181	1	80	136	2,233	2,369
Ulster.....	216	214	4	94	10	8,575	8,684
Warren.....	122	122	.....	55	122	4,320	4,442
Washington.....	128	127	7	44	156	4,606	4,762
Wayne.....	183	164	7	80	86	2,272	2,358
Westchester.....	452	448	6	183	701	21,176	21,877
Wyoming.....	96	96	.....	106	46	3,122	3,168
Yates.....	146	98	.....	103	13	1,221	1,234
Grand total.....	40,889	38,562	354	19,771	51,702	1,123,048	1,174,750
*New York City.....	25,911	25,173	163	12,553	32,532	624,098	656,630

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.35

RIES INSPECTED IN EACH COUNTY.

NUMBER OF EMPLOYEES IN SHOPS EMPLOYING—						WEEKLY HOURS OF LABOR.			
						NUMBER OF EMPLOYEES IN SHOPS WHO WORK—			
1 to 4.	5 to 19.	20 to 49.	50 to 199.	200 to 499.	500+.	51 hours or less.	52 to 57 hours.	58 to 63 hours.	Over 63 hours
865	1,956	2,828	6,928	4,727	8,655	1,253	8,490	16,177	39
151	234	265	547	.....	.....	22	41	1,101	33
173	948	1,036	3,616	1,718	2,544	869	4,414	4,564	188
148	468	683	2,245	.....	775	884	753	2,389	293
247	446	625	1,074	1,267	4,324	274	356	7,353	.....
486	1,030	1,514	3,416	1,474	5,912	243	2,930	10,614	45
206	586	943	2,245	1,803	.....	341	1,678	3,436	328
131	177	412	945	239	.....	49	105	1,503	247
241	352	261	1,198	209	.....	56	439	1,287	479
90	276	336	1,121	2,697	647	259	205	4,366	337
122	189	258	1,659	.....	1,146	88	648	2,539	99
74	325	278	539	275	.....	16	143	1,084	248
260	645	853	2,837	3,847	1,340	969	3,079	5,449	285
1,386	4,889	7,209	18,779	12,969	21,042	4,380	18,392	35,053	8,449
106	166	267	675	253	.....	9	63	656	739
26	129	314	1,080	.....	.....	7	9	1,345	188
136	957	1,507	4,212	1,470	.....	83	540	7,652	7
58	222	153	1,516	569	706	189	415	2,249	371
55	116	38	769	763	.....	23	55	1,041	622
.....
70	254	575	2,827	1,200	3,947	36	260	7,887	690
162	416	880	2,784	868	1,977	27	559	4,545	1,956
4,813	13,948	19,808	35,099	19,664	24,980	8,897	58,162	49,988	1,265
55	219	186	282	.....	.....	30	6	530	176
238	161	177	840	.....	.....	37	242	1,093	44
133	357	292	1,657	518	.....	332	137	2,369	119
1,291	5,744	6,755	15,700	8,432	9,322	1,685	33,676	11,495	388
89	257	430	2,959	3,656	4,359	45	497	10,951	257
285	466	624	299	437	.....	49	627	1,222	113
19,759	71,706	94,343	133,448	54,048	33,761	53,968	246,182	102,850	4,065
184	672	1,205	3,234	4,945	630	457	2,492	6,986	935
372	1,234	1,627	7,280	6,574	6,262	408	1,456	21,179	306
315	2,013	3,050	7,390	6,219	5,964	659	6,158	17,251	883
223	356	370	1,544	278	.....	108	437	2,152	74
157	585	1,108	3,742	1,793	4,624	869	3,771	7,030	339
61	219	220	562	275	.....	61	88	1,173	15
114	506	447	1,974	3,671	1,049	49	1,048	6,108	556
136	253	406	506	.....	725	108	99	1,672	147
37	15	53	403	.....	750	8	1,186	53	11
367	1,246	1,939	4,302	5,057	6,708	1,962	8,310	8,495	852
546	1,350	2,269	4,306	5,993	9,934	1,106	8,488	14,291	513
181	341	599	2,263	1,735	2,360	325	3,571	3,275	308
54	288	483	2,577	651	680	86	999	3,507	141
156	684	722	1,480	1,403	574	86	431	3,513	989
342	504	695	2,696	2,159	1,240	581	604	5,169	1,282
263	514	325	756	203	15,878	194	16,540	1,142	63
128	160	107	245	.....	.....	14	74	375	177
48	105	22	349	.....	.....	27	12	471	14
107	128	75	1,372	800	.....	33	28	2,333	88
306	565	700	1,813	1,724	2,266	79	2,992	4,277	26
405	536	180	982	694	510	166	1,452	1,561	128
58	91	62	.....	.....	.....	8	30	170	3
115	252	51	744	.....	.....	69	203	885	5
237	397	578	599	.....	.....	169	437	1,082	123
201	537	820	4,103	1,712	809	117	872	4,592	2,610
158	346	500	820	1,632	529	101	1,343	1,858	683
119	192	530	2,116	967	.....	76	308	2,833	707
235	286	395	476	202	.....	138	125	1,270	61
522	1,160	1,302	3,248	4,340	8,568	1,788	11,310	4,972	1,070
110	164	192	741	433	980	30	248	2,334	8
105	318	164	236	.....	.....	14	26	681	102
38,218	123,665	165,037	314,164	176,463	196,477	85,016	458,241	435,478	35,289
25,120	87,241	116,689	175,112	80,504	67,809	65,152	316,225	164,608	6,490

Table II—Concluded.

COUNTY.	NUMBER OF EMPLOYEES						
	Grand total.	OFFICE FORCE.			SHOP		
		Total.	THEREOF		Total.	Men (18 years +)	Youths (16-18).
			Boys 14-16.	Girls 14-16.			
Albany.....	26,830	871	6	.....	25,959	16,567	273
Allegany.....	1,248	51	.....	.....	1,197	1,107	7
Broome.....	10,486	451	.....	.....	10,035	6,914	128
Cattaraugus.....	4,454	135	.....	.....	4,319	3,897	65
Cayuga.....	8,293	310	.....	.....	7,983	5,483	257
Chautauqua.....	14,299	467	.....	.....	13,832	11,113	310
Chemung.....	6,014	231	.....	.....	5,783	3,917	100
Chenango.....	1,984	80	.....	.....	1,904	1,440	24
Clinton.....	2,360	99	.....	.....	2,261	1,727	.....
Columbia.....	5,261	94	.....	.....	5,167	3,283	123
Cortland.....	3,491	117	.....	.....	3,374	2,628	54
Delaware.....	1,525	34	.....	.....	1,491	1,127	32
Dutchess.....	9,993	211	1	.....	9,782	7,131	292
Erie.....	70,446	4,172	7	.....	66,274	52,855	2,321
Essex.....	1,526	59	.....	.....	1,467	1,298	1
Franklin.....	1,562	13	.....	.....	1,549	1,285	2
Fulton.....	8,389	107	.....	.....	8,282	5,450	69
Genesee.....	3,324	100	.....	.....	3,224	2,534	80
Greene.....	1,773	32	1	.....	1,741	1,382	15
Hamilton.....	.....	.....	.....	.....	.....	.....	.....
Herkimer.....	9,078	205	2	.....	8,873	6,562	203
Jefferson.....	7,378	291	.....	.....	7,087	6,281	39
Kings*.....	121,822	3,510	10	3	118,312	82,809	2,981
Lewis.....	742	.....	.....	.....	742	727	.....
Livingston.....	1,479	63	.....	.....	1,416	1,001	9
Madison.....	2,994	37	.....	.....	2,957	2,321	47
Monroe.....	49,305	2,061	4	.....	47,244	30,614	1,237
Montgomery.....	11,902	152	.....	.....	11,750	6,213	367
Nassau.....	2,040	29	.....	.....	2,011	1,781	10
New York*.....	434,878	27,813	28	11	407,065	252,680	6,382
Niagara.....	11,415	545	4	.....	10,870	8,686	406
Oneida.....	23,974	625	3	.....	23,349	14,300	615
Onondaga.....	26,517	1,566	7	.....	24,951	19,241	566
Ontario.....	2,903	132	.....	.....	2,771	2,344	13
Orange.....	12,309	300	.....	.....	12,009	8,926	233
Orleans.....	1,366	29	.....	.....	1,337	1,121	19
Oswego.....	8,010	249	.....	.....	7,761	5,176	215
Otsego.....	2,097	71	.....	.....	2,026	1,523	25
Putnam.....	1,281	23	.....	.....	1,258	1,150	3
Queens*.....	20,180	561	5	.....	19,619	15,998	489
Rensselaer.....	25,069	671	2	.....	24,398	12,630	325
Richmond*.....	7,684	205	4	.....	7,479	6,378	103
Rockland.....	4,822	89	.....	.....	4,733	4,052	147
St. Lawrence.....	5,070	51	.....	.....	5,019	4,209	57
Saratoga.....	7,917	281	.....	.....	7,636	5,562	64
Schenectady.....	19,759	1,820	26	.....	17,939	15,444	360
Schoharie.....	664	24	.....	.....	640	474	.....
Schuyler.....	544	20	.....	.....	524	438	.....
Seneca.....	2,603	121	.....	.....	2,482	2,036	38
Steuben.....	7,566	112	.....	.....	7,374	5,841	211
Suffolk.....	3,407	100	2	.....	3,307	2,371	110
Sullivan.....	213	2	.....	.....	211	179	2
Tioga.....	1,221	59	.....	.....	1,162	823	36
Tompkins.....	1,933	122	.....	.....	1,811	1,487	19
Ulster.....	8,300	109	.....	.....	8,191	6,034	172
Warren.....	4,107	122	.....	.....	3,985	2,175	17
Washington.....	4,066	142	1	.....	3,924	2,689	98
Wayne.....	1,680	86	.....	1	1,594	1,167	33
Westchester.....	19,795	655	.....	.....	19,140	13,945	502
Wyoming.....	2,666	46	.....	.....	2,620	1,610	20
Yates.....	832	9	.....	.....	823	571	1
Grand total.....	1,064,846	50,822	113	15	1,014,024	691,220	20,327
*New York City.....	584,564	32,089	47	14	552,475	357,865	9,955

† The abbreviations "O." and "S." signify office and workroom employees

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.37

Statistics of Factories Inspected in Each County.

AT TIME OF INSPECTION.†						CHILDREN ILLEGALLY EMPLOYED.			
FORCE.			ALL CHILDREN 14-16 YEARS OLD.			UNDER 14 YEARS.		ILLIT-ERATE.	Total.
Boys (14-16).	Women (16 yrs. +).	Girls (14-16).	O.	S.	Total.†	O.	S.	S.	
206	8,725	188	6	394	400		2		2
10	72	1		11	11				
40	2,938	15		55	55				
20	316	21		41	41		3		3
41	2,169	33		74	74		20		20
136	2,168	105		241	241		3		3
16	1,738	12		28	28				
6	430	4		10	10		1		1
4	522	8		12	12		1		1
64	1,629	68		132	132		1		1
6	666	20		26	26				
3	323	6		9	9				
102	2,160	97	1	199	200		3		3
482	10,482	134	7	616	623		9	2	11
1	164	3		4	4				
4	254	4		8	8				
60	2,631	72		132	132				
60	513	32		92	92		3		3
9	322	13	1	22	23				
33	2,010	65	2	98	100				
15	728	24		39	39				
765	30,633	1,124	13	1,889	1,902		30		30
2	13			2	2				
17	375	14		31	31		3		3
47	521	21		68	68		1		1
436	14,564	388	4	824	828		13		13
164	4,853	153		317	317				
5	210	5		10	10				
1,728	143,662	2,613	39	4,341	4,380		78	65	143
93	1,626	59	4	152	156		2		2
259	7,881	294	3	553	556		3		3
186	4,777	181	7	367	374		3		3
9	405			9	9		1		1
114	2,668	68		182	182				
10	186	1		11	11	1			1
90	2,175	102		192	192		4		4
11	456	11		22	22		2		2
2	102	1		3	3				
255	2,707	170	5	425	430			1	1
151	11,198	94	2	245	247		4		4
40	926	32	4	72	76				
39	485	10		49	49				
35	677	41		76	76		7		7
32	1,947	31		63	63				
26	1,609		26	26	52		2		2
1	165			1	1				
16	86								
15	381	11		27	27		2		2
50	1,301	6		21	21				
2	721	55	2	105	107		2		2
6	27	1		3	3				
2	293	4		10	10				
2	302	1		3	3				
166	1,693	126		292	292				
30	1,749	14		44	44		1		1
117	1,008	12	1	129	130				
13	376	5	1	18	19				
104	4,517	72		176	176		4		4
16	964	10		26	26				
2	248	1		3	3				
6,374	289,447	6,656	128	13,030	13,158	1	208	68	277
2,788	177,928	3,939	61	6,727	6,788		108	66	174

respectively. † Including children discharged for lack of employment certificate.

TABLE III.—STATISTICS OF FACTORIES

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of Inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
ALBANY COUNTY.....	811	803	1	22	480	877	26,875	27,752
Albany (See Table IV).....	581	584		16	394	531	12,942	13,473
Coeymans.....	7	7			3		457	457
Cohoes.....	133	126		2	44	177	8,599	8,776
Knit goods.....	23	21	1		1	54	3,387	3,441
Cotton goods.....	16	11				28	2,890	2,918
Colonie.....	10	10			1	47	1,507	1,554
Green Island.....	21	19	1		7	67	1,736	1,803
Ravena.....	4	4			2		210	210
Slingerlands.....	2	2			1		74	74
Voorheesville.....	5	5			2	1	93	94
Watervliet.....	48	46		4	26	54	1,257	1,311
Woolen goods.....	3	1				10	367	377
Collars and cuffs.....	1	1				6	235	231
ALLEGANY COUNTY.....	121	119	1	1	50	48	1,303	1,351
Alfred.....	5	5			1	3	93	96
Andover.....	10	8	1		4	5	111	116
Angelica.....	6	6			4	1	98	99
Belfast.....	7	7			2	2	112	114
Belmont.....	9	9			5	9	217	226
Bolivar.....	13	13			6		45	45
Canaseraga.....	4	4			4		8	8
Cuba.....	19	19			6	6	114	120
Fillmore.....	7	7					24	24
Friendship.....	10	10			4	4	133	137
Wellsville.....	31	31		1	14	18	348	366
BROOME COUNTY.....	328	179	74	4	202	476	10,592	11,068
Binghamton.....	255	130	62	1	157	331	6,338	6,669
Cigars.....	37	23	7		23	29	1,750	1,759
Men's clothing.....	13	6	3		6	14	474	488
Furniture.....	5	3	1		1	6	371	377
House trim.....	3	1	1			15	282	297
Center Lisle.....	1	1					35	35
Chenango Forks.....	3	3		1	4		5	5
Deposit.....	11	11			10	5	135	140
Endicott.....	12	7	2		4	60	1,498	1,558
Lestershire.....	23	4	10	1	12	74	2,384	2,458
McClure.....	1	1					16	16
Port Crane.....	1	1					2	2
Port Dickinson.....	1	1					2	2
Sanataria Springs.....	1	1					9	9
Union.....	9	9		1	10	2	60	62
Whitney's Point.....	7	7			4	1	71	72
Windsor.....	3	3			1	3	87	40
CATTARAUGUS COUNTY.....	174	171	1	3	44	137	5,137	5,274
Allegany.....	5	5			1	5	124	129
Ashford Junction.....	1	1					1	1
Bird.....	1	1				1	1	2

INSPECTED IN EACH COUNTY AND TOWN.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
26,830	871	25,959	16,567	273	206	8,725	188	1,253	8,490	16,177	39	2	.....
12,974	525	12,449	8,320	70	80	3,884	95	1,050	6,156	5,232	11	2	.....
457	.....	457	445	8	4	.....	.....	.....	.....	457	.....	.....	.....
8,735	177	8,558	4,290	140	96	3,954	78	51	1,085	7,399	23	.....	.....
3,441	54	3,387	1,110	29	9	2,194	45	.....	177	3,210	.....	.....	.....
2,918	28	2,890	1,496	75	61	1,228	30	.....	91	2,799	.....	.....	.....
1,494	47	1,447	1,376	29	2	40	.....	80	110	1,257	.....	.....	.....
1,713	67	1,646	1,149	13	12	464	8	2	810	829	5	.....	.....
149	.....	149	149	.....	.....	.....	.....	.....	.....	149	.....	.....	.....
74	.....	74	63	2	1	8	.....	62	9	3	.....	.....	.....
27	1	26	26	.....	.....	.....	.....	.....	.....	26	.....	.....	.....
1,207	54	1,153	749	11	11	375	7	8	320	825	.....	.....	.....
377	10	367	237	.....	7	118	5	.....	12	355	.....	.....	.....
231	6	225	39	.....	.....	186	.....	.....	225	.....	.....	.....	.....
1,248	51	1,197	1,107	7	10	72	1	22	41	1,101	33	.....	.....
96	3	93	88	.....	.....	5	.....	5	2	86	.....	.....	.....
116	5	111	79	.....	5	27	.....	.....	11	100	.....	.....	.....
92	1	91	89	.....	.....	2	.....	2	.....	89	.....	.....	.....
37	1	36	33	2	.....	1	.....	1	.....	35	.....	.....	.....
226	9	217	205	2	2	7	1	.....	4	213	.....	.....	.....
44	.....	44	41	.....	.....	3	.....	4	6	34	.....	.....	.....
8	1	7	6	.....	.....	1	.....	1	.....	6	.....	.....	.....
110	9	101	94	.....	.....	7	.....	.....	11	90	.....	.....	.....
24	.....	24	24	.....	.....	.....	.....	2	2	20	.....	.....	.....
132	4	128	122	2	1	3	.....	.....	3	125	.....	.....	.....
363	18	345	326	1	2	16	.....	7	2	303	33	.....	.....
10,486	451	10,035	6,914	128	40	2,938	15	869	4,414	4,564	188	.....	.....
6,450	331	6,119	3,814	78	19	2,198	10	851	1,646	3,539	83	.....	.....
1,724	29	1,695	640	14	4	1,136	1	417	556	722	.....	.....	.....
488	14	474	194	1	.....	279	.....	80	128	262	4	.....	.....
377	6	371	355	5	2	9	.....	.....	8	363	.....	.....	.....
297	15	282	270	6	6	.....	.....	.....	76	206	.....	.....	.....
20	.....	20	19	1	.....	.....	.....	.....	.....	20	.....	.....	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....
130	5	125	113	2	.....	10	.....	12	20	36	57	.....	.....
1,558	60	1,498	1,101	25	9	361	2	.....	1,057	433	8	.....	.....
2,129	49	2,080	1,692	20	12	353	3	5	1,680	395	.....	.....	.....
16	.....	16	16	.....	.....	.....	.....	.....	.....	.....	16	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
1	.....	1	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
9	.....	9	9	.....	.....	.....	.....	.....	.....	.....	9	.....	.....
56	2	54	52	.....	.....	2	.....	1	8	45	.....	.....	.....
70	1	69	65	2	.....	2	.....	.....	3	57	9	.....	.....
40	3	37	25	.....	.....	12	.....	.....	.....	32	5	.....	.....
4,454	135	4,319	3,897	65	20	316	21	884	753	2,389	298	3	.....
125	5	120	88	.....	1	25	6	.....	55	65	.....	.....	.....
1	.....	1	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
2	1	1	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
CATTARAUGUS COUNTY—Conc'd								
Cattaraugus.....	7	7			1	5	112	117
Conewango Valley.....	2	2					5	5
Dayton.....	2	2					2	2
Delevan.....	7	7				2	63	65
East Randolph.....	3	3			3		6	6
East Salamanca.....	1	1				3	121	124
Ellicottville.....	8	8		1	7	2	91	93
Franklinville.....	12	12			1	8	425	433
Gowanda.....	14	14			4	9	312	321
Killbuck.....	2	2			1	1	21	22
Lime Lake.....	2	2					10	10
Lime Stone.....	1	1				1	100	101
Little Valley.....	10	10		1	2	6	279	285
Machias.....	4	4		1	4		5	5
Olean.....	48	47			8	66	2,374	2,440
Car and locomotive repairs.....	1	1				10	775	785
Leather.....	6	6				7	521	528
Glassware.....	3	3				7	400	407
Oil refining.....	1	1				12	225	237
Portville.....	10	10			1	2	267	269
Quaker Bridge.....	2	2					9	9
Randolph.....	6	6			3	7	125	132
Red House.....	1	1					15	15
Salamanca.....	19	19			5	18	613	631
South Dayton.....	3	3			3	1	26	27
Summit.....	1	1					8	8
Weston Mills.....	2		1				22	22
CAYUGA COUNTY.....	319	73	122	1	75	431	9,599	10,030
Auburn.....	266	20	122	1	44	421	9,212	9,633
Agricultural implements.....	9	1	4			190	2,259	2,449
Shoes.....	2		1			45	2,120	2,165
Cordage.....	4		2			29	1,105	1,134
Engines and boilers.....	6		3		2	28	471	499
Woolen goods.....	4		2			6	417	423
Cato.....	5	5			3		15	15
Moravia.....	15	15			11		53	53
Port Byron.....	13	13			7	1	102	103
Throopville.....	6	6			4		69	69
Weedsport.....	14	14			6	9	148	157
CHAUTAUQUA COUNTY.....	396	378	8		408	470	14,386	14,856
Brocton.....	11	11			11	3	104	107
Burnham.....	1	1			1		3	3
Carroll.....	1	1			2		4	4
Cassadaga.....	4	4			4		41	41
Charlotte Center.....	3	3			2		14	14
Cherry Creek.....	11	11			9	2	116	118
Conewango Valley.....	1	1					25	25
Dunkirk.....	62	61			62	125	4,535	4,660
Locomotives.....	2	1				60	3,557	3,617
Heating apparatus.....	1	1			5	14	330	344

Cattaraugus-Chautauqua Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illiterate children.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
117	5	112	105		2	5			9	103			
5		5	5							5			
2		2	2							2			
41	2	39	39						5	34			
5		5	5							5			
124	3	121	121								121		
93	2	91	65	2		24		5		86			
194	8	186	143			43			88	94	4		
298	9	289	235	11	2	40	1	9	32	248		3	
21	1	20	18	1		1				20			
3		3	3							3			
101	1	100	100							100			
283	6	277	252	2	2	21		2		275			
4		4	3			1		2		2			
2,148	66	2,082	1,897	34	13	124	14	853	563	655	11		
785	10	775	775					775					
528	7	521	487	5	8	76	11		63	458			
177	7	170	130	19	8	11	8		170				
802	12	790	790						190				
112	2	110	110							92	18		
9		9	9							9			
121	5	116	113	3					1	115			
15		15	15								15		
577	18	559	516	11		32		13		422	124		
27	1	26	25	1						26			
4		4	4							4			
22		22	22							22			
8,293	310	7,983	5,483	257	41	2,169	33	274	356	7,353		20	
7,946	300	7,646	5,285	250	37	2,041	33	244	315	7,087		20	
1,783	126	1,657	1,626	16	8	13		36	81	1,601			
2,147	87	2,060	1,973	160	27	798	8		35	2,025			
785	29	756	726	30		80				726			
493	28	465	460	4	1				9	456			
405	6	399	399	6		801	1		1	398			
9		9	9					2		7			
43		43	37	1		5		7	4	32			
73	1	72	35			37		15	12	45			
69		69	65	4						69			
153	9	144	52	2	4	86		6	25	113			
14,299	467	13,832	11,113	310	136	2,168	105	243	2,930	10,614	45	3	
88	2	86	77	3		6				84	2		
3		3	3							3			
4		4	4							4			
41		41	27			14				41			
14		14	12		1	1			1	13			
115	2	113	66		4	36	7		14	99			
25		25	25							25			
4,616	125	4,491	4,124	169	12	186		36	105	4,347	3	2	
3,617	60	3,557	3,387	160	10					3,557			
344	14	330	325	5						330			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
CHAUTAUQUA COUNTY—Concl'd								
Falconer.....	18	18			20	19	863	882
Forestville.....	5	5			5	2	96	98
Fredonia.....	21	21			25	6	118	124
Frewsburg.....	5	5			4	1	61	62
Gerry.....	5	5			5	1	62	63
Jamestown.....	157	140	8		173	254	6,991	7,245
Furniture.....	87	87			38	69	2,147	2,216
Woolen goods.....	5	5	1		2	24	1,994	2,018
Steel cabinets.....	3	2			1	62	847	899
Kennedy.....	6	6			5		25	25
Laona.....	3	3			3		10	10
Mayville.....	6	6			3	4	48	52
Portland.....	6	6			8		38	38
Ripley.....	8	8			9	8	112	115
Ripley Crossing.....	2	2			1		27	27
Sherman.....	12	12			11	5	77	82
Shumla.....	1	1			1		4	4
Silver Creek.....	22	22			19	34	675	709
Sinclairville.....	5	5			5		19	19
Stockton.....	5	5			6		77	77
Stow.....	2	2			1		8	8
Westfield.....	13	13			13	11	233	244
CHEMUNG COUNTY.....	233	175	29		22	236	6,867	7,103
Big Flats.....	6	6					78	78
Breesport.....	4	4			1		39	39
Chemung.....	1	1					3	3
Chemung Center.....	2	2			1		14	14
Elmira.....	162	150	6		13	186	4,939	5,125
House trim.....	6	6				20	598	618
Car and locomotive repairs.....	3	3				5	487	492
Silk goods.....	2	2				6	406	411
Elmira Heights*.....	19	3	8			37	1,516	1,553
Horseheads.....	30		15		5	11	229	240
Millport.....	2	2			1		5	5
Van Etten.....	3	3					8	8
Wellsburg.....	4	4			1	2	36	38
CHENANGO COUNTY.....	154	57	46	3	72	79	2,043	2,122
Afton.....	10	2	4	1	5	1	86	37
Bainbridge.....	14	4	4		2	16	151	167
Earlville.....	7	1	3		2		55	55
Greene.....	15	7	4		10	6	133	139
Mount Upton.....	1	1					43	43
New Berlin.....	9	9			6	2	114	116
Norwich.....	68	3	31		24	42	1,015	1,057
Oxford.....	13	13		2	10	4	169	173
Rockdale.....	2	2			1	2	6	8
Sherburne.....	5	5			2	6	244	250
Smyrna.....	3	3			2		11	11
South New Berlin.....	4	4			3		24	24
South Otselic.....	3	3			5		42	42

*Included in Elmira

Chautauqua-Chenango Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
877	19	858	518	50	10	258	22	.....	426	432	.....	.....
98	2	96	55	.....	.....	41	.....	.....	.....	96	.....	.....
117	6	111	86	.....	.....	25	.....	4	19	68	20	1
62	1	61	31	.....	.....	30	.....	.....	.....	61	.....	.....
63	1	62	62	.....	.....	.....	.....	.....	.....	62	.....	.....
7,083	252	6,831	5,173	88	99	1,395	76	188	2,252	4,377	14	.....
2,178	69	2,109	2,079	18	7	5	.....	1	3	2,106	.....	.....
2,018	24	1,994	690	62	78	1,091	73	10	1,946	38	.....	.....
899	52	847	840	.....	7	.....	.....	.....	.....	847	.....	.....
22	.....	22	20	.....	.....	2	.....	.....	3	19	.....	.....
10	.....	10	10	.....	.....	.....	.....	.....	.....	10	.....	.....
52	4	48	44	.....	.....	4	.....	.....	6	40	2	.....
35	.....	35	35	.....	.....	.....	.....	.....	.....	35	.....	.....
90	3	87	53	.....	3	31	.....	.....	.....	83	4	.....
27	.....	27	27	.....	.....	.....	.....	.....	.....	27	.....	.....
82	5	77	62	.....	.....	15	.....	6	.....	71	.....	.....
4	.....	4	4	.....	.....	.....	.....	.....	.....	4	.....	.....
547	34	513	444	.....	3	66	.....	7	80	426	.....	.....
19	.....	19	18	.....	.....	1	.....	.....	.....	19	.....	.....
75	.....	75	48	.....	4	23	.....	.....	22	53	.....	.....
8	.....	8	8	.....	.....	.....	.....	.....	.....	8	.....	.....
122	11	111	77	.....	.....	34	.....	2	2	107	.....	.....
6,014	231	5,783	3,917	100	16	1,738	12	341	1,678	3,436	328	.....
72	.....	72	51	2	.....	19	.....	25	40	7	.....	.....
31	.....	31	29	.....	.....	2	.....	.....	2	29	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....
10	.....	10	10	.....	.....	.....	.....	.....	.....	10	.....	.....
4,294	187	4,107	2,880	86	11	1,119	11	310	1,430	2,205	162	.....
523	21	502	502	.....	.....	.....	.....	76	403	24	.....	.....
478	6	473	473	.....	.....	.....	.....	.....	.....	400	73	.....
411	6	405	39	31	7	330	8	.....	15	390	.....	.....
1,359	31	1,328	759	11	5	552	1	.....	180	998	150	.....
203	11	192	160	.....	.....	32	.....	2	3	174	13	.....
4	.....	4	4	.....	.....	.....	.....	.....	.....	1	3	.....
5	.....	5	4	.....	.....	1	.....	2	.....	3	.....	.....
34	2	32	18	1	.....	13	.....	2	23	7	.....	.....
1,984	80	1,904	1,440	24	6	430	4	49	105	1,503	247	1	
36	1	35	30	1	.....	4	.....	3	3	2	27	.....
167	16	151	143	.....	.....	8	.....	4	20	84	43	.....
51	.....	51	49	.....	.....	2	.....	.....	3	18	30	.....
123	6	117	108	1	.....	8	.....	4	8	105	.....	1
35	.....	35	35	.....	.....	.....	.....	.....	.....	35	.....	.....
115	2	113	82	.....	.....	31	.....	2	.....	109	2	.....
974	43	931	692	11	4	220	4	26	60	772	73	.....
169	4	165	129	5	1	30	.....	9	8	93	55	.....
8	2	6	6	.....	.....	.....	.....	.....	.....	2	4	.....
250	6	244	125	6	1	112	.....	.....	.....	244	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	2	4	.....
14	.....	14	14	.....	.....	.....	.....	1	3	1	9	.....
36	.....	36	21	.....	.....	15	.....	.....	.....	36	.....	.....

city in previous years.

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
CLINTON COUNTY	157	153			62	99	2,268	2,367
Ausable Chasm.....	1	1				1	18	19
Ausable Forks.....	7	7			4	14	153	167
Cadyville.....	3	1				4	181	185
Champlain.....	13	13			10	5	165	170
Cherubusco.....	2	2					6	6
Ellenburgh Center.....	3	3					12	12
Ellenburgh Corner.....	2	2					9	9
Ellenburgh Depot.....	2	2					5	5
Harkness.....	2	2					9	9
Keeseville.....	7	7			5	6	155	161
Lyon Mountain.....	3	1				1	80	81
Mooers.....	5	5			3	1	88	89
Mooers Forks.....	2	2				1	9	10
Morrisonville.....	4	4				3	35	38
Peru.....	4	4			2	2	44	46
Plattsburg.....	82	82			32	49	1,077	1,126
Shirts.....	2	2				5	282	287
Engines and motors.....	1	1				6	129	134
Rouses Point.....	8	8			4	8	164	172
Schuyler Falls.....	2	2				1	26	27
Sciota.....	1	1					3	3
West Chazy.....	4	4			2	3	29	32
COLUMBIA COUNTY	117	111	1	6	40	91	5,526	5,617
Chatham.....	13	13			2	3	201	204
Chatham Center.....	2	2					25	25
Columbiaville.....	1	1				1	109	110
Empire.....	1	1				2	400	402
Hudson.....	55	52	1	5	26	65	2,187	2,252
Knit goods.....	3	3				18	920	938
Brick.....	2	2					320	320
Cement.....	2		1			13	300	313
Kinderhook.....	4	4			2	1	175	176
Mellenville.....	4	4				1	44	45
Newton Hook.....	2	2					206	206
Philmont.....	13	13		1	7	9	999	1,008
Rossmann.....	2	2				2	23	25
Stockport.....	2	2					53	53
Stockport Center.....	1	1					6	6
Stottville.....	5	2				1	648	649
Stuyvesant Falls.....	2	2					18	18
Valatie.....	10	10			3	6	432	438
CORTLAND COUNTY	91	87	2		37	117	3,923	4,040
Cincinnatus.....	4	4			3		28	28
Cortland.....	49	45	2		12	81	2,870	2,951
Wire goods.....	1	1				11	1,272	1,283
Carriage hardware.....	3	3				6	366	372
Carriages.....	5	5	1			12	284	296

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.45

Clinton=Cortland Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illiterate children.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
2,360	99	2,261	1,727	.....	4	522	8	56	439	1,287	479	1	.....
19	1	18	18	.....	.....	.....	.....	.....	.....	.....	18	.....	.....
167	14	153	131	.....	.....	22	.....	.....	22	17	114	.....	.....
185	4	181	181	.....	.....	.....	.....	.....	.....	.....	181	.....	.....
170	5	165	160	.....	.....	5	.....	.....	.....	162	3	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	6	.....	.....	.....
12	.....	12	12	.....	.....	.....	.....	.....	.....	12	.....	.....	.....
9	.....	9	9	.....	.....	.....	.....	.....	.....	9	.....	.....	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....
9	.....	9	9	.....	.....	.....	.....	.....	.....	9	.....	.....	.....
161	6	155	63	.....	.....	91	1	.....	66	89	.....	.....	.....
81	1	80	80	.....	.....	.....	.....	.....	.....	8	72	1	.....
89	1	88	21	.....	.....	64	3	.....	3	85	.....	.....	.....
10	1	9	9	.....	.....	.....	.....	.....	.....	9	.....	.....	.....
38	3	35	35	.....	.....	.....	.....	.....	6	29	.....	.....	.....
46	2	44	42	.....	2	.....	.....	.....	2	42	.....	.....	.....
1,119	49	1,070	739	.....	.....	327	4	56	267	660	87	.....	.....
287	5	282	13	.....	.....	266	3	.....	3	279	.....	.....	.....
134	5	129	129	.....	.....	.....	.....	.....	129	.....	.....	.....	.....
172	8	164	149	.....	2	13	.....	.....	64	96	4	.....	.....
27	1	26	26	.....	.....	.....	.....	.....	.....	26	.....	.....	.....
3	.....	3	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....
32	3	29	29	.....	.....	.....	.....	.....	9	20	.....	.....	.....
5,261	94	5,167	3,283	123	64	1,629	68	259	205	4,366	337	1	.....
197	3	194	91	.....	.....	103	.....	5	.....	180	9	.....	.....
25	.....	25	25	.....	.....	.....	.....	.....	.....	5	20	.....	.....
110	1	109	40	3	5	60	1	6	.....	103	.....	.....	.....
356	2	354	350	4	.....	.....	.....	.....	.....	354	.....	.....	.....
1,991	68	1,923	1,294	36	26	540	27	75	126	1,478	244	.....	.....
898	19	879	325	32	24	474	24	18	27	834	.....	.....	.....
320	.....	320	320	.....	.....	.....	.....	.....	.....	320	.....	.....	.....
234	15	219	219	.....	.....	.....	.....	.....	.....	.....	219	.....	.....
156	1	155	64	.....	.....	90	1	.....	1	154	.....	.....	.....
44	1	43	35	6	2	.....	.....	8	6	7	22	.....	.....
206	.....	206	199	6	1	.....	.....	165	1	40	.....	1	.....
1,006	9	997	475	33	12	465	12	.....	24	973	.....	.....	.....
25	2	23	23	.....	.....	.....	.....	.....	.....	5	18	.....	.....
53	.....	53	34	.....	1	17	1	.....	2	43	8	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	6	.....	.....	.....
649	1	648	448	21	7	158	14	.....	21	627	.....	.....	.....
12	.....	12	12	.....	.....	.....	.....	.....	2	.....	10	.....	.....
425	6	419	187	14	10	196	12	.....	22	391	6	.....	.....
3,491	117	3,374	2,628	54	6	666	20	88	648	2,539	99	.....	.....
14	.....	14	14	.....	.....	.....	.....	5	4	5	.....	.....	.....
2,578	81	2,497	2,099	49	6	323	20	26	183	2,195	93	.....	.....
1,157	11	1,146	1,036	6	.....	104	.....	.....	.....	1,146	.....	.....	.....
360	6	354	328	26	.....	.....	.....	.....	.....	354	.....	.....	.....
262	12	250	241	.....	.....	9	.....	6	41	203	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
CORTLAND COUNTY—Concluded.								
Homer.....	22	22			12	17	486	503
McGraw.....	4	4				11	359	370
Marathon.....	6	6			5	7	131	138
Truxton.....	6	6			5	1	49	50
DELAWARE COUNTY.....	119	45	37		58	38	1,562	1,600
Apex.....	1	1			1		10	10
Beerston.....	1	1					10	10
Cadosia.....	2	2			1		39	39
Delhi.....	30	4	13		16	6	177	183
Deposit.....	1	1				8	93	101
East Branch.....	1	1					12	12
Elk Brook.....	2	2					29	29
Fish's Eddy.....	3	3			1		30	30
Hamden.....	2	2				1	13	14
Hancock.....	4	4			2		13	13
Hobart.....	1	1					20	20
Horton.....	1	1					11	11
Horton Brook.....	1	1					9	9
Methol.....	1	1					14	14
Peakville.....	2	2					20	20
Rock Rift.....	1	1					10	10
Shinhopple.....	2	2			1		20	20
Sidney.....	18	2	8		15	14	653	667
Stamford.....	7	7			6		43	43
Trout Brook.....	1	1					10	10
Tyler's Switch.....	1	1			1		24	24
Walton.....	36	4	16		14	9	302	311
DUTCHESS COUNTY.....	276	273	1	13	103	211	10,425	10,636
Amenia.....	6	6		1	4		63	63
Brockway.....	1	1				2	150	152
Chelsea.....	1	1					65	65
Clinton Corners.....	1	1					5	5
Coleman Station.....	1	1					8	8
Dover.....	1	1				1	76	77
Dover Furnace.....	1	1					2	2
Dutchess Junction.....	8	8				1	764	765
Fishkill.....	2	2			1		5	5
Fishkill-on-Hudson.....	31	31		2	13	17	1,337	1,354
Gayhead.....	1	1					4	4
Glenham.....	1	1		1	1			
Green Haven.....	1	1					2	2
Hopewell Junction.....	2	2					41	41
Hyde Park.....	1	1			1		1	1
Kingsdale.....	1	1					78	78
Lagrangeville.....	1	1					5	5
Madalin.....	2	2			1		5	5
Matteawan.....	20	20		1	6	30	1,791	1,821
Millbrook.....	6	6		1	3	1	32	33
Millerton.....	6	6			2		49	49
New Hamburg.....	3	3			1	1	57	58

Cortland-Dutchess Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illiterate children.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
425	17	408	327	3		78		54	198	150	6		
339	11	328	61	2		265			255	73			
94	7	87	87						4	83			
41	1	40	40					3	4	33			
1,525	34	1,491	1,127	32	3	323	6	16	143	1,084	248		
10		10	10							10			
10		10	10								10		
39		39	37	2						19	20		
172	3	169	102	3		64		5	5	128	31		
101	8	93	76	1		16			93				
12		12	12								12		
29		29	29							5	24		
30		30	30							7	23		
14	1	13	13						2		11		
12		12	11			1		1		2	9		
17		17	17								17		
11		11	11								11		
9		9	9								9		
14		14	14								14		
20		20	18	2						6	14		
10		10	10							10			
20		20	19	1						20			
650	14	636	392	9	1	224	6	7	8	621			
23		23	21			2		1	5	15	2		
10		10	10								10		
24		24	23	1						24			
288	8	280	253	13	2	12		2	30	217	31		
9,993	211	9,782	7,131	292	102	2,160	97	969	3,079	5,449	285	3	
63		63	63						10	53			
102	2	100	100						100				
45		45	43	2				45					
5		5	5							5			
6		6	6							6			
77	1	76	75	1				1	75				
2		2	2						2				
765	1	764	739	20	5			386	98	280			
4		4	4							4			
1,208	17	1,191	1,062	30	10	83	6	100	276	705	110		
4		4	4								4		
2		2	2							2			
41		41	41								41		
1		1	1							1			
78		78	78					40		38			
5		5	5					5					
4		4	3			1				4			
1,787	30	1,757	1,085	48	25	579	20	5	45	1,693	14		
31	1	30	27			3			26	4			
49		49	32		1	16			1	25	23	3	
52	1	51	51							51			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
DUTCHESS COUNTY—Concluded.								
Pawling.....	4	4			2		15	15
Pine Plains.....	1	1					23	23
Pleasant Valley.....	2	2					4	4
Poughkeepsie.....	137	135	1	5	50	143	4,202	4,345
Agricultural implements.....	3	3				63	759	822
Cigars.....	6	6			2	7	489	496
Men's clothing.....	8	8			5	8	426	435
Red Hook.....	7	7		1	2		115	115
Rhinebeck.....	8	8		1	5		23	23
Stanfordville.....	1	1				1	21	22
Staatsburgh.....	3	3			4		17	17
Stoneco.....	1	1					225	225
Stormville.....	1	1					2	2
Tivoli.....	1	1					3	3
Wappingers Falls.....	9	8			6	13	1,175	1,188
Washington Hollow.....	1	1			1		2	2
Wassaic.....	1	1				1	42	43
Wingdale.....	1	1					16	16
ERIE COUNTY.....	1,607	1,555	26	20	1,008	4,190	70,479	74,669
Akron.....	12	10	1		3	7	341	348
Blasdell.....	1	1				2	121	123
Buffalo (See Table IV).....	1,468	1,422	23	16	941	3,628	58,019	61,647
Chaffee.....	2	2			2		7	7
Cheektowaga.....	3	3				10	270	280
Depew.....	13	13			2	93	2,475	2,568
East Aurora.....	12	12		1	5	39	289	328
Ebenezer.....	2	2			2		4	4
Eden Centre.....	4	4			4	1	151	152
Gardenville.....	1	1			1		1	1
Gowanda.....	5	5			1	1	36	37
Hamburg.....	10	10			5	6	214	220
Holland.....	6	6			1		52	52
Lancaster.....	13	13			3	8	451	459
Lawton Station.....	3	3			3		5	5
North Collins.....	4	4			2	3	213	216
Sardinia.....	2	2			2		5	5
Springville.....	19	15	2	3	17	3	239	242
Sloan.....	1	1				12	510	522
Tonawanda.....	24	24			14	53	1,050	1,103
Piano parts.....	1	1				4	286	290
Steel products.....	1	1			3	4	250	254
West Seneca.....	2	2				324	6,026	6,350
ESSEX COUNTY.....	81	75	2		29	60	1,504	1,564
Ausable Chasm.....	2	2				2	56	58
Ausable Forks.....	3	3			2	1	25	26
Crown Point.....	4	4			3	2	30	32
Crown Point Center.....	1	1			1		2	2
Essex.....	2	2				2	59	61

Dutchess-Essex Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
15 23 4		15 23 4	15 23 4						1	5	9 23 3		
4,079 690 496 434	143 63 7 9	3,936 627 489 445	2,552 617 61 99	154 10 91 15	30 12 9	1,156 305 287	44 20 15	381 15	2,086 597 70 418	1,446 30 404 7	23		
114 13 20 17 225		114 13 19 17 225	80 13 19 17 225	1 1	1	31	1		30 2	84 11			
1 3 1,087 2 43 16		1 3 1,074 2 42 16	1 3 708 2 25 16		36 30	274 17	26	5	268 42	801 2			
70,446	4,172	66,274	52,855	2,321	482	10,482	134	4,380	18,392	35,053	8,449	9	2
207 122 57,866 7 259	7 2	200 120 54,256 7	140 80 41,672 7	5 20 2,139	1 3	50 17 9,873	4 121	25 3,243	85 18,089	88 120 30,553 6	2 1 2,371 1		
2,564 322 3 151 1	93 39	2,471 283 3	2,379 149 3	89 2	1 4	2 128		719 125	6 93	1,738 65 3	8		
35 145 39 416 4	1 6 8	34 139 39 408 4	34 64 32 381 4							32 129 36 99 4	2 3		
216 5 140 504	3 3 12	213 5 137 492	85 5 84 486	16 4 6	4 5	106 44	2			213 5 132 492			
1,090 290 254 6,350	53 4 4	1,037 286 250	946 200 250	10 6		81 80		3	21	951 286 250	62		
1,526	59	1,467	1,298	1	1	164	3	9	63	656	739		
58 26 31 2 61	2 1 1 2	56 25 30 2 59	27 25 27 2 43		1	25 3 16	3		44	25 30 2 59	12		

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
Essex County—Concluded.								
Keeseville.....	6	6			2	6	60	66
Mineville.....	4	1	1			2	98	100
Moriah Centre.....	2	2			1	1	10	11
Port Henry.....	16	16			9	8	262	270
Ticonderoga.....	30	27	1		10	30	767	797
Wadhams.....	4	4				1	18	19
Westport.....	1	1			1		4	4
Willsboro.....	6	6				5	113	118
FRANKLIN COUNTY.....	52	42	5		13	13	1,642	1,655
Brandon.....	1	1					100	100
Bryant.....	1	1					30	30
Chasm Falls.....	2	2					24	24
Chateaugay.....	12	12			6		75	75
Dickinson Center.....	2	2					25	25
Faust.....	1	1					48	48
Malone.....	19	11	4		5	5	586	591
Meno.....	1	1					15	15
Moir.....	1	1					21	21
Owl's Head.....	1	1					60	60
Paul Smith's.....	1	1					33	33
St. Regis Falls.....	5	3	1		1		318	318
Saranac Lake.....	3	3			1	4	52	56
Tupper Lake.....	2	2				4	255	259
FULTON COUNTY.....	252	252			59	107	8,686	8,793
Broadalbin.....	4	4				1	106	107
Gloversville.....	148	148			42	65	5,636	5,701
Leather gloves and mittens.....	66	66			15	38	3,448	3,486
Leather.....	27	27			4	6	1,247	1,253
Johnstown.....	84	84			16	39	2,599	2,638
Leather gloves and mittens.....	39	39			4	20	1,417	1,437
Leather.....	20	20			1	4	700	704
Mayfield.....	4	4				2	190	192
Northville.....	10	10			1		141	141
Vail's Mills.....	2	2					14	14
GENESEE COUNTY.....	81	78	1		37	103	3,845	3,948
Batavia.....	44	44			22	70	2,659	2,729
Bergen.....	7	7			6		56	56
Le Roy.....	20	20			6	21	529	550
Oakfield.....	10	7	1		3	12	601	613
GREENE COUNTY.....	52	52		3	17	32	1,756	1,788
Athens.....	10	10		1	4	5	248	253
Cairo.....	3	3			1		17	17
Catskill.....	23	23		1	1	18	1,054	1,072
Coxsackie.....	11	11			6	9	429	438
West Coxsackie.....	5	5		1	5		8	8

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.51

Essex-Greene Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
66	6	60	60						8	49	3		
100	2	98	97	1						92	6		
11	1	10	10							10			
270	8	262	210			52			2	140	120		
760	30	730	662			68		9	9	215	497		
19	1	18	18							15	3		
4		4	4							4			
118	5	113	113							15	98		
1,562	13	1,549	1,285	2	4	254	4	7	9	1,345	188		
100		100	100								100		
30		30	30							30			
24		24	24							24			
50		50	50					2	5	20	23		
25		25	25							25			
48		48	48							48			
565	5	560	302			254	4	4	4	487	65		
15		15	15							15			
21		21	21							21			
60		60	60							60			
33		33	33							33			
287		287	281	2	4			1		286			
45	4	41	41							41			
259	4	255	255							255			
8,389	107	8,282	5,450	69	60	2,631	72	83	540	7,652	7		
107	1	106	60			44	2		2	104			
5,396	65	5,331	3,574	48	41	1,627	41	58	285	4,982	6		
3,285	38	3,247	1,731	41	31	1,408	36		128	3,119			
1,209	6	1,203	1,203							1,203			
2,539	39	2,500	1,590	21	17	843	29	24	251	2,225			
1,401	20	1,381	745	12	10	698	16		139	1,242			
654	4	650	650						26	626			
192	2	190	123		2	65			2	188			
141		141	89			52		1		139	1		
14		14	14							14			
3,324	100	3,224	2,539	80	60	513	32	189	415	2,249	371	3	
2,252	67	2,185	1,775	65	28	289	28	132	289	1,754	10	3	
56		56	19			36	1	37	1	18			
502	21	481	317	11	27	123	3		125	283	73		
514	12	502	428	4	5	65		20		194	288		
1,773	32	1,741	1,382	15	9	322	13	23	55	1,041	622		
253	5	248	184	2	2	60		3	18	189	38		
17		17	16			1				17			
1,059	18	1,041	805	13	2	211	10	18	20	424	579		
436	9	427	369		5	50	3	2	17	403	5		
8		8	8							8			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
HERKIMER COUNTY.....	108	101	3	2	17	205	9,116	9,321
Clearwater.....	1	1					38	38
Dolgeville.....	10	8	1		3	15	616	631
Frankfort.....	9	9			2	18	541	559
Fulton Chain.....	3	3					91	91
Harbor.....	1	1					37	37
Herkimer.....	19	17	1		2	29	1,612	1,641
Hinckley.....	1	1				2	183	185
Ilion.....	13	13			1	80	2,361	2,441
Little Falls.....	42	39	1	2	8	54	3,071	3,125
Knit goods.....	8	7				19	2,261	2,280
McKeever.....	1	1				1	80	81
Mohawk.....	5	5			1	6	424	430
Moulin.....	1	1					50	50
Old Forge.....	2	2					12	12
JEFFERSON COUNTY.....	209	149	30	8	104	291	7,442	7,733
Alexandria Bay.....	10	10			8	1	51	52
Antwerp.....	11	11		1	10	1	73	74
Black River.....	10	2	4		5	8	203	211
Brownville.....	8	2	3		2	6	196	202
Cape Vincent.....	5	5		1	2	1	22	23
Carthage.....	20	20		1	17	23	677	700
Clayton.....	11	11			8	6	96	102
Deferiet.....	1	1				10	342	352
Dexter.....	11	5	3	1	4	5	233	238
Felts Mills.....	1	1				2	85	87
Glen Park.....	8		4			15	406	421
Great Bend.....	1	1				1	30	31
Herrings.....	1	1				2	119	121
Philadelphia.....	5	5		1	3	1	67	68
Theresa.....	8	8		1	5		24	24
Thousand Island Park.....	2	2					13	13
Watertown.....	96	64	16	2	40	209	4,805	5,014
Railway appliances.....	4		2			45	2,036	2,080
Engines and machinery.....	7	3	2			37	598	635
Carriages and wagons.....	6	2	2		2	39	583	622
KINGS COUNTY.....	4,740	4,629	51	109	2,377	3,526	126,663	130,189
(Brooklyn Borough, New York City; See Table IV).								
LEWIS COUNTY.....	60	54	3	2	29		805	805
Beaver Falls.....	4	2	1				61	61
Castorland.....	5	5			5		144	144
Constableville.....	2	2			1		10	10
Croghan.....	6	6			4		20	20
Lewis.....	3	1	1				26	26
Lowville.....	19	19			7		226	226
Lyonsdale.....	4	2	1				98	98
Lyon Falls.....	7	7		2	8		131	131
New Bremen.....	2	2					6	6

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.53

Herkimer-Lewis Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
9,078	205	8,873	6,562	203	33	2,010	65	36	260	7,887	690	.....	.....
38	.....	38	58	.....	.....	.....	.....	.....	.....	.....	38	.....	.....
557	15	542	438	15	4	84	1	1	7	530	4	.....	.....
559	18	541	496	8	.....	36	1	.....	49	492	.....	.....	.....
91	.....	91	91	.....	.....	.....	.....	.....	.....	.....	91	.....	.....
37	.....	37	20	5	1	10	1	.....	2	35	.....	.....	.....
1,641	29	1,612	1,182	47	7	365	11	.....	26	1,497	89	.....	.....
185	2	183	183	.....	.....	.....	.....	.....	.....	.....	183	.....	.....
2,410	80	2,330	2,144	46	1	138	1	8	57	2,256	9	.....	.....
3,035	54	2,981	1,713	69	16	1,142	41	4	109	2,722	146	.....	.....
2,214	19	2,195	965	59	12	1,120	39	.....	43	2,092	60	.....	.....
81	1	80	80	.....	.....	.....	.....	.....	.....	.....	80	.....	.....
386	6	380	119	13	4	235	9	23	10	347	.....	.....	.....
50	.....	50	50	.....	.....	.....	.....	.....	.....	.....	50	.....	.....
8	.....	8	8	.....	.....	.....	.....	.....	.....	8	.....	.....	.....
7,378	291	7,087	6,281	39	15	728	24	27	559	4,545	1,956	.....	.....
52	1	51	33	.....	.....	18	.....	.....	3	40	8	.....	.....
70	1	69	67	.....	.....	2	.....	4	.....	23	42	.....	.....
149	8	141	124	.....	3	14	.....	.....	2	139	.....	.....	.....
169	6	163	146	1	.....	16	.....	1	6	11	145	.....	.....
23	1	22	18	.....	.....	4	.....	.....	2	18	2	.....	.....
700	23	677	615	1	4	57	.....	.....	5	238	434	.....	.....
91	6	85	70	.....	.....	15	.....	.....	6	77	2	.....	.....
352	10	342	337	.....	.....	5	.....	.....	.....	5	337	.....	.....
230	5	225	222	1	.....	2	.....	.....	2	10	215	.....	.....
87	2	85	78	.....	.....	7	.....	.....	.....	.....	85	.....	.....
421	15	406	342	3	.....	61	.....	.....	.....	106	300	.....	.....
31	1	30	30	.....	.....	.....	.....	.....	.....	.....	30	.....	.....
121	2	119	110	.....	.....	9	.....	.....	.....	9	110	.....	.....
68	1	67	50	4	4	9	.....	.....	3	61	3	.....	.....
24	.....	24	24	.....	.....	.....	.....	1	.....	18	5	.....	.....
13	.....	13	4	.....	.....	9	.....	.....	11	2	.....	.....	.....
4,777	209	4,568	4,011	29	4	500	24	21	519	3,788	240	.....	.....
2,022	45	1,977	1,977	.....	.....	.....	.....	.....	.....	1,977	.....	.....	.....
617	37	580	580	.....	.....	.....	.....	.....	298	282	.....	.....	.....
559	39	520	483	13	1	25	.....	.....	1	519	.....	.....	.....
121,822	3,510	118,312	82,809	2,981	765	30,633	1,124	8,897	58,162	49,988	1,265	30	.....
742	.....	742	727	.....	2	13	.....	30	6	530	176	.....	.....
61	.....	61	61	.....	.....	.....	.....	.....	.....	.....	61	.....	.....
123	.....	123	118	.....	.....	5	.....	.....	.....	123	.....	.....	.....
10	.....	10	9	.....	1	.....	.....	.....	.....	10	.....	.....	.....
19	.....	19	19	.....	.....	.....	.....	2	.....	17	.....	.....	.....
26	.....	26	26	.....	.....	.....	.....	.....	.....	8	18	.....	.....
213	.....	213	205	.....	.....	8	.....	9	6	188	10	.....	.....
87	.....	87	87	.....	.....	.....	.....	19	.....	26	42	.....	.....
121	.....	121	121	.....	.....	.....	.....	.....	.....	99	22	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	6	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
LEWIS COUNTY—Concluded.								
Osceola.....	3	3			2		19	19
Page.....	1	1					30	30
Port Leyden.....	4	4			2		34	34
LIVINGSTON COUNTY.....	151	146	2	2	152	63	2,207	2,270
Avon.....	19	19		1	18	6	199	205
Caledonia.....	14	9	2	1	11	7	275	282
Dalton.....	1	1					4	4
Dansville.....	37	37			36	39	512	551
East Avon.....	1	1			1	2	13	15
Geneseo.....	21	21			22	1	320	321
Lima.....	13	13			13		164	164
Livonia.....	5	5			6		25	25
Mt. Morris.....	25	25			30	5	425	430
Nunda.....	12	12			13		115	115
Retsof.....	1	1				3	152	155
Springwater.....	2	2			2		3	3
MADISON COUNTY.....	232	34	96	4	55	41	3,306	3,347
Bouckville.....	4		1				100	100
Canastota.....	63	5	29	1	16	8	704	712
Cazenovia.....	16	4	6	1	4	3	211	214
Chittenango.....	9	1	4	1	3	1	82	83
De Ruyter.....	1	1					6	6
Earlville.....	11	2	3		4	1	53	54
Eaton.....	4		2		2		14	14
Hamilton.....	15	1	7			1	106	107
Kenwood.....	2		1				78	78
Lenox.....	2		1				125	125
Leonardsville.....	1	1				3	72	75
Morrisville.....	7	7		1	4		18	18
Munsville.....	1	1				1	40	41
Oneida.....	95	10	42		22	23	1,637	1,660
Caskets.....	2		1			7	802	809
Cigars.....	14	4	6		3		283	283
West Eaton.....	1	1					60	60
MONROE COUNTY.....	2,181	931	572	18	966	2,102	50,696	52,798
Brighton.....	3	3					184	184
Brockport.....	14	14			4	15	533	548
Charlotte.....	7	7			3	7	208	215
Despatch.....	11	9	1		1	60	1,147	1,207
Fairport.....	15	15		1	13	11	507	518
Gates.....	9	7	1		3	30	928	958
Greece.....	3	1	1		1	19	1,065	1,084
Honeoye Falls.....	12	12			6		181	181
Irondequoit.....	2		1				3	3
Penfield.....	1	1					10	10
Pittsford.....	5	5			2		26	26
Rochester (See Table IV).....	2,085	843	568	16	927	1,953	45,444	47,397
Webster.....	7	7		1	6	2	266	268
Wheatland.....	7	7				5	194	199

Lewis-Monroe Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
19 30 27		19 30 27	19 30 26							19 30 4			
1,479	63	1,416	1,001	9	17	375	14	37	242	1,093	44	3	
76 96 4 498 4	6 7 39 2	70 89 4 459 2	45 52 4 280 2							63 40 4 275 2	2		
140 135 15 255	1 5	139 135 15 250	72 125 15 161		4	59 5 71	4	4 11 6	30	97 120 11 235	8 4 2		
99 155 2	 3	99 152 2	93 150 2			6		1	4	92 152 2	2	3	
2,994	37	2,957	2,321	47	47	521	21	332	137	2,369	119	1	
100 619 209 69 6	 8 3 1 6	100 611 206 68 6	100 542 147 52 6							100 577 180 66 6		1	
54 14 105 78	1 1	53 14 104 78	47 14 63 25	1		5 35 50				53 14 93 78			
67 44 13 31	 3 1	67 41 13 30	36 41 10 30		1	28 2	2		3 5	64 41 6 30		2	
1,530 309 241 55	19 7 55	1,511 302 241 55	1,168 198 208 40	23 5 3 1	17 4 6	295 95 24 14	8 1	313 95 208	79 4 8	1,006 203 25 55	113		
49,305	2,061	47,244	30,619	1,237	436	14,564	388	1,685	33,676	11,495	388	13	
159 475 210 1,181 258	 15 7 60 11	159 460 203 1,121 247	159 315 194 1,114 184							125 23 12 1,070 237	34 5 9 181 4		
958 1,083 138 3 10	30 19 10	928 1,064 138 3 10	926 570 84 3 10		2 6			2 2 35 3	307 1,062	619 88		15 2	
26 44,529 76 199	 1,912 2 5	26 42,617 74 194	26 26,784 61 189							26 9,791 74 134		10 1	

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
MONTGOMERY COUNTY	125	119	2	3	29	152	12,069	12,221
Akin.....	1	1					174	174
Amsterdam.....	67	63	1	1	13	106	9,254	9,360
<i>Carpets and rugs</i>	6	2	1			32	3,748	3,780
<i>Knit goods</i>	11	11			1	21	3,177	3,198
<i>Pearl buttons</i>	3	3				14	637	651
<i>Silk gloves</i>	1	1				5	478	483
<i>Brooms</i>	3	3				5	396	401
Canajoharie.....	7	7		2	2	24	295	319
Fonda.....	4	4				3	145	148
Fort Hunter.....	1	1					58	58
Fort Plain.....	23	23			9	5	705	710
Fultonville.....	6	6			1	8	165	173
Hagaman.....	2		1				351	351
Harrower.....	1	1					197	197
Nelliston.....	1	1				1	13	14
St. Johnsville.....	11	11			4	5	652	657
West Eaton.....	1	1					60	60
NASSAU COUNTY	295	121	87	5	108	36	2,652	2,688
Baldwin.....	5	3	1	1	2		41	41
Bellmore.....	1	1					7	7
Central Park.....	3	1	1		1		14	14
Cedarhurst.....	2	2			2		5	5
East Rockaway.....	1	1				1	2	3
Farmingdale.....	22	8	7	1	7	4	399	403
Floral Park.....	2		1			2	60	62
Freeport.....	21	9	6		15	1	83	84
Garden City.....	3	3				3	11	14
Glen Cove.....	21	7	7		5	12	571	583
Glenhead.....	2		1				4	4
Glenwood.....	9	3	3		6		52	52
Great Neck.....	4	4			2		7	7
Hempstead.....	29	11	9		8	2	138	140
Hicksville.....	26	14	6		17	1	238	239
Inwood.....	2		1	1	1			
Jericho.....	2	2			2		8	8
Lawrence.....	8		4		2		29	29
Lynbrook.....	8	2	3		5		32	32
Manhasset.....	1	1				1	7	8
Massapequa.....	1	1					6	6
Merrick.....	1	1					7	7
Mineola.....	5	1	2		3		13	13
New Hyde Park.....	5	1	2		1		27	27
Oyster Bay.....	19	7	6	1	7		41	41
Port Washington.....	16	8	4		3	1	279	280
Rockville Center.....	24	4	10		7	3	97	100
Roslyn.....	26	8	9		1	5	385	390
Sea Cliff.....	13	7	3	1	8		25	25
Seaford.....	1	1					7	7
Syosset.....	1	1					15	15
Thomaston.....	3	1	1		1		5	5
Valley Stream.....	4	4			1		19	19
Wanagah.....	3	3			1		13	13
Woodbury.....	1	1					5	5

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.57

Montgomery-Nassau Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
11,902	152	11,750	6,213	367	164	4,853	153	45	497	10,951	257	.....	.....
174	.....	174	64	10	5	90	5	.....	10	164	.....	.....	.....
9,196	106	9,090	4,818	298	132	3,722	120	29	346	8,591	124	.....	.....
3,780	32	3,748	3,123	185	90	1,380	30	.....	96	3,652	.....	.....	.....
3,112	21	3,091	1,194	25	26	1,787	59	.....	83	3,008	.....	.....	.....
639	14	625	355	36	3	220	11	.....	9	616	.....	.....	.....
483	5	478	76	10	.....	373	19	.....	19	459	.....	.....	.....
401	5	396	368	21	7	.....	.....	.....	7	389	.....	.....	.....
304	24	280	122	11	.....	147	.....	.....	2	278	.....	.....	.....
120	3	117	94	7	2	14	.....	.....	45	72	.....	.....	.....
58	.....	58	54	2	2	.....	.....	.....	2	56	.....	.....	.....
684	5	679	376	15	11	269	8	4	9	533	133	.....	.....
155	8	147	92	.....	.....	52	3	9	.....	138	.....	.....	.....
351	.....	351	145	7	1	191	7	.....	8	343	.....	.....	.....
197	.....	197	80	5	6	105	1	.....	7	190	.....	.....	.....
14	1	13	13	.....	.....	.....	.....	.....	13	.....	.....	.....	.....
598	5	593	317	12	5	250	9	3	55	535	.....	.....	.....
51	.....	51	38	.....	.....	13	.....	.....	.....	51	.....	.....	.....
2,040	29	2,011	1,781	10	5	210	5	49	627	1,222	113	.....	.....
37	.....	37	37	.....	.....	.....	.....	.....	37	.....	.....	.....	.....
7	.....	7	7	.....	.....	.....	.....	.....	7	.....	.....	.....	.....
3	.....	3	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	.....	5	.....	.....
3	1	2	2	.....	.....	.....	.....	.....	.....	.....	2	.....	.....
254	4	250	226	4	.....	20	.....	.....	20	230	.....	.....	.....
26	.....	26	13	.....	.....	13	.....	.....	.....	26	.....	.....	.....
63	1	62	59	.....	1	2	.....	4	34	13	11	.....	.....
14	3	11	11	.....	.....	.....	.....	.....	.....	3	8	.....	.....
415	12	403	368	3	1	29	2	5	369	20	9	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
49	.....	49	49	.....	.....	.....	.....	.....	2	35	12	.....	.....
7	.....	7	7	.....	.....	.....	.....	2	.....	1	4	.....	.....
121	2	119	76	.....	1	41	1	10	45	53	11	.....	.....
144	1	143	71	3	2	65	2	.....	1	141	1	.....	.....
3	.....	3	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....
16	.....	16	16	.....	.....	.....	.....	11	.....	5	.....	.....	.....
19	.....	19	19	.....	.....	.....	.....	.....	3	13	3	.....	.....
8	1	7	7	.....	.....	.....	.....	.....	.....	.....	7	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	6	.....	.....	.....	.....
3	.....	3	3	.....	.....	.....	.....	.....	3	.....	.....	.....	.....
13	.....	13	3	.....	.....	10	.....	.....	.....	12	1	.....	.....
26	.....	26	26	.....	.....	.....	.....	.....	.....	26	.....	.....	.....
29	.....	29	29	.....	.....	.....	.....	.....	4	17	8	.....	.....
274	.....	274	274	.....	.....	.....	.....	.....	.....	272	2	.....	.....
90	2	88	58	.....	.....	30	.....	5	50	29	4	.....	.....
323	2	321	321	.....	.....	.....	.....	7	15	291	8	.....	.....
21	.....	21	21	.....	.....	.....	.....	5	5	6	5	.....	.....
7	.....	7	7	.....	.....	.....	.....	.....	7	.....	.....	.....	.....
10	.....	10	10	.....	.....	.....	.....	.....	.....	10	.....	.....	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....
19	.....	19	19	.....	.....	.....	.....	.....	12	1	6	.....	.....
13	.....	13	13	.....	.....	.....	.....	.....	7	.....	6	.....	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
NEW YORK COUNTY	20,538	20,121	199	44	9,997	28,238	468,098	496,336
(Manhattan and Bronx Boroughs, New York City; see Table IV).								
NIAGARA COUNTY	244	234	3	3	110	581	11,723	12,304
Lockport.....	91	91		2	36	126	2,596	2,722
<i>Paper and pulp</i>	4	4				15	448	463
<i>Metal beds</i>	1	1				8	258	266
<i>Fiber goods</i>	1	1				10	225	235
Middleport.....	11	11			5	7	284	291
Niagara Falls.....	88	87			58	346	5,774	6,120
<i>Chemicals</i>	11	11			3	48	1,406	1,454
<i>Silverware</i>	2	2				33	828	861
<i>Paper</i>	6	6			1	22	639	661
<i>Abrasives</i>	2	2			6	36	417	453
<i>Aluminum</i>	2	2				9	381	390
North Tonawanda.....	54	45	3	1	13	102	3,069	3,171
<i>House trim and packing boxes</i>	15	11	2			32	635	667
<i>Bolts, nuts, etc.</i>	1	1				24	630	654
<i>Pig iron</i>	1	1				6	500	506
<i>Radiators</i>	1	1				5	300	305
ONEIDA COUNTY	556	308	120	6	139	638	24,286	24,924
Blossvale.....	1	1			1		8	8
Boonville.....	27	7	10		10	1	71	72
Camden.....	33	17	8		11	4	472	476
Capron.....	2	2				3	208	211
Chadwicks.....	3	3				7	494	501
Clark Mills.....	2		1			4	253	257
Clayville.....	4	4				2	138	140
Clinton.....	2	2					195	195
Coleman's Mills.....	3	3			1		7	7
Deansboro.....	1	1					43	43
Delta.....	1	1					54	54
East Florence.....	1	1			1		5	5
Florence.....	2	2			2		13	13
Franklin Spa.....	2	2					98	98
Glenmore.....	1	1					5	5
Kenwood.....	3	1	1			5	181	186
Kirkland.....	1	1					34	34
Knoxboro.....	1	1				1	52	53
McConnellsville.....	3	3					60	60
New Hartford.....	7	7				4	399	403
New York Mills.....	4		2			24	1,644	1,668
Oriskany.....	4		2			5	279	284
Oriskany Falls.....	5	5				2	316	318
Rome.....	186	17	83	5	43	96	4,128	4,224
<i>Copper goods</i>	11	1	5			30	1,182	1,212
<i>Brass goods</i>	12		5		1	6	646	652
<i>Knit goods</i>	9		4			5	584	589
<i>Metal bedsteads</i>	2		1			22	404	426

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.59

New York-Onelda Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
434,878	27,813	407065	252680	6,382	1,728	143,662	2,613	53,968	246182	102850	4,065	78	65
11,415	545	10,870	8,686	406	93	1,626	59	457	2,492	6,986	935	2	.....
2,420	126	2,294	1,844	51	13	382	4	31	229	1,754	280	2	.....
368	15	353	343	.....	.....	10	.....	.....	.....	103	250	.....	.....
266	8	258	250	10	1	17	.....	.....	.....	258	.....	.....	.....
235	10	225	220	5	.....	.....	.....	.....	.....	225	.....	.....	.....
283	7	276	145	2	.....	129	.....	16	6	254	.....	.....	.....
5,935	310	5,625	4,632	96	31	830	36	343	2,100	2,979	203	.....	.....
1,408	48	1,360	1,351	4	1	4	.....	100	281	966	13	.....	.....
861	33	828	430	58	15	320	5	.....	828	.....	.....	.....	.....
659	22	637	632	.....	.....	5	.....	.....	13	434	190	.....	.....
417	.....	417	396	.....	.....	21	.....	.....	.....	417	.....	.....	.....
390	9	381	376	5	.....	.....	.....	.....	.....	381	.....	.....	.....
2,777	102	2,675	2,065	257	49	285	19	67	157	1,999	452	.....	.....
657	32	625	492	92	41	.....	.....	.....	25	600	.....	.....	.....
654	24	630	392	148	3	86	2	.....	5	625	.....	.....	.....
458	6	452	452	.....	.....	.....	.....	.....	.....	.....	452	.....	.....
255	5	250	250	.....	.....	.....	.....	.....	.....	250	.....	.....	.....
23,974	625	23,349	14,300	615	259	7,881	294	408	1,456	21,179	306	3	.....
7	.....	7	5	.....	.....	2	.....	.....	.....	2	5	.....	.....
61	.....	61	51	.....	.....	10	.....	3	5	53	.....	.....	.....
458	4	454	315	2	6	127	4	.....	108	346	.....	.....	.....
211	3	208	93	12	5	96	2	.....	5	203	.....	.....	.....
501	7	494	245	7	7	230	5	.....	12	482	.....	.....	.....
241	.....	241	170	2	3	63	3	6	.....	235	.....	.....	.....
138	2	136	80	6	2	46	2	.....	4	114	18	.....	.....
195	.....	195	78	12	3	102	.....	.....	4	191	.....	.....	.....
7	.....	7	7	.....	.....	.....	.....	.....	.....	7	.....	.....	.....
43	.....	43	25	.....	.....	18	.....	.....	.....	18	25	.....	.....
54	.....	54	36	2	2	12	2	.....	.....	54	.....	2	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....
13	.....	13	10	.....	1	1	1	.....	.....	13	.....	.....	.....
98	.....	98	98	.....	.....	.....	.....	.....	.....	.....	98	.....	.....
3	.....	3	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....
160	.....	160	63	2	1	91	3	4	.....	156	.....	.....	.....
34	.....	34	20	2	1	9	2	.....	3	31	.....	.....	.....
53	1	52	40	.....	2	9	1	.....	3	49	.....	.....	.....
47	.....	47	47	.....	.....	.....	.....	.....	.....	47	.....	.....	.....
383	4	379	158	14	10	191	6	.....	8	371	.....	.....	.....
1,631	24	1,607	957	43	16	574	17	.....	.....	1,607	.....	.....	.....
274	5	269	215	3	3	47	1	.....	4	265	.....	.....	.....
318	2	316	105	1	5	204	1	.....	6	310	.....	.....	.....
4,064	94	3,970	3,102	50	17	779	22	96	126	3,735	13	.....	.....
1,212	30	1,182	1,024	12	1	145	.....	.....	1	1,181	.....	.....	.....
649	5	644	613	7	.....	24	.....	.....	2	642	.....	.....	.....
554	5	559	53	4	2	479	21	.....	23	536	.....	.....	.....
426	22	404	402	2	.....	.....	.....	.....	.....	404	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
ONEIDA COUNTY—Concluded.								
Sauquoit.....	2	2				2	125	127
Sherrill.....	2		1			43	342	385
Stacy Basin.....	1	1					200	200
Stillville.....	2	2					133	133
Taberg.....	3	3			1		12	12
Utica (See Table IV).....	215	198	6	1	65	415	13,147	13,562
Vernon.....	3	3					164	164
Verona.....	1	1					42	42
Walesville.....	1	1					9	9
Waterville.....	5	5				3	71	74
Washington Mills.....	1	1				3	75	78
Westernville.....	2	2					59	59
Westmoreland.....	1	1					70	70
Whitesboro.....	16	6	5		4	10	613	623
Yorkville.....	2		1			4	67	71
ONONDAGA COUNTY.....	646	430	106	9	363	1,592	26,416	28,008
Baldwinsville.....	11	11			5	20	414	434
Camillus.....	4	4			2	2	288	290
Dewitt.....	2	2			1	1	26	27
East Syracuse.....	2	2			1	11	104	115
Eastwood.....	2	2				8	662	670
Eastwood Heights.....	1	1				6	214	220
Elbridge.....	6	4	1		1	6	133	139
Fayetteville.....	8	8			7	4	218	222
Geddes.....	1	1				11	251	262
Hart Lot.....	1	1				1	23	24
Jamesville.....	2	2				2	26	28
Kirkville.....	2	2					5	5
Liverpool.....	3	3			2		106	106
Manlius.....	5	5			2	7	303	310
Marcellus.....	2		1			7	254	261
Marcellus Falls.....	3	1	1			1	40	41
Minoa.....	1	1				1	3	4
Mottville.....	2	2			3		30	30
Onondaga.....	1	1					1	1
Rose Hill.....	2	2			1	12	96	108
Skaneateles.....	9	9			5	3	85	88
Skaneateles Falls.....	3	3				5	253	258
Solvay.....	6	4	1		1	376	3,355	3,731
Syracuse (See Table IV).....	564	356	102	9	331	1,100	19,385	20,485
Warners.....	3	3			1	8	141	149
ONTARIO COUNTY.....	314	60	126	4	217	165	4,709	4,874
Canandaigua.....	77	13	32	1	51	45	1,215	1,260
Chapinville.....	1	1			2		25	25
Clifton Springs.....	19	3	8	1	11		115	115
Flint.....	1	1			1		18	18
Geneva.....	151	13	69	2	104	95	2,636	2,731
Boilers and engines.....	12		6		10	39	430	469
Stoves and heaters.....	4		2		4	8	320	328
Canned fruits and vegetables.....	4		2		3	4	496	500
Optical goods.....	4		2		3	7	223	230

Oneida-Ontario Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
127	2	125	68		2	54	1		3	122		1	
385	43	342	309	2	8	22	1		342				
41		41	26	2	2	10	1		3	38			
133		133	68	4	3	56	2		5	128			
12		12	7			5		5		7			
13,188	414	12,774	7,190	416	137	4,831	200	283	690	11,661	140		
81		81	75			5	1		1	80			
42		42	36	2	4				4	38			
9		9	7			2				2	7		
74	3	71	34	3	3	30	1		5	66			
78	3	75	73	2						75			
59		59	39	4	2	13	1		3	56			
53		53	51	2						53			
622	10	612	329	17	10	242	14	7	40	556			
71	4	67	60	3	4			4	63				
26,517	1,566	24,951	19,241	566	186	4,777	181	659	6,158	17,251	883	3	
424	20	404	380			24		2	210	128	64		
290	2	288	206	3	3	76			240	48			
27	1	26	26							26			
115	11	104	77	5	2	19	1			104			
631	8	623	620	1	1	1			1	622			
190	6	184	168	12		4				184			
127	6	121	106	2		13			105	7			
222	4	218	177	3	1	37		6	28	165	16		
262	11	251	246	2	3				251				
24	1	23	15			8				8	15		
28	2	26	25	1						21	5		
5		5	5						2	3			
87		87	44	3		40				87			
310	7	303	258			44	1		1	302			
261	7	254	168	5	2	71			2	252			
41	1	40	36			4				4	36		
4	1	3	3						3				
30		30	17		1	12			13	17			
1		1	1							1			
29	12	17	15			2				17			
88	3	85	76			9		5	7	67	6		
258	5	253	156	24	5	63	5	5		234	14		
13,731	376	3,355	3,059	36	7	247	6	25	182	3,148			
19,183	1,074	18,109	13,216	469	161	4,095	168	613	5,113	11,745	638	3	
149	8	141	141							61	80		
2,903	132	2,771	2,344	13	9	405		108	437	2,152	74	1	
454	33	421	359		1	61		31	84	296	10	1	
2		2	2							2			
93		93	68			25		38	3	49	3		
7		7	7					7					
1,875	82	1,793	1,487	13	6	287		21	318	1,397	57		
432	39	393	388	1	4				86	307			
302	7	295	295						112	183			
147	4	143	80			63				143			
296	7	288	196	10	2	80			2	286			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
ONTARIO COUNTY— <i>Concluded.</i>								
Gorham.....	4	4			5		7	7
Manchester.....	4		2		2		2	2
Naples.....	10	10			9		28	28
Phelps.....	26	6	9		16	3	193	196
Shortsville.....	14	4	5		7	16	287	303
Stanley.....	1	1			1		2	2
Victor.....	6	4	1		8	6	181	187
ORANGE COUNTY.....	210	208	1	1	90	300	12,905	13,205
Central Valley.....	3	3			2		53	53
Cornwall.....	3	3			2	1	26	27
Cornwall Landing.....	2	2				4	68	72
Cornwall-on-Hudson.....	1	1			1		1	1
Firthcliff.....	1	1				10	533	543
Goshen.....	11	11			4	4	219	223
Highland Falls.....	7	7			5		18	18
Highland Mills.....	1	1					38	38
Mechanicstown.....	2	2			1		10	10
Middletown.....	35	35			8	54	1,758	1,812
<i>Car and locomotive repairs.</i>	1	1				20	532	552
<i>Tools.</i>	3	3				4	255	259
<i>Men's hats.</i>	1	1				4	325	329
<i>Leather.</i>	1	1				3	148	151
<i>Men's shirts.</i>	2	2				2	175	177
Monroe.....	5	5				2	65	67
Montgomery.....	2	2			1		87	87
Newburgh.....	75	75			37	153	4,699	4,852
<i>Men's clothing and overalls.</i>	4	4				39	946	985
<i>Men's hats and caps.</i>	2	2			1	5	524	529
<i>Machinery.</i>	3	3				15	327	342
<i>Boilers and engines.</i>	3	3				10	325	335
<i>Boats.</i>	1	1				4	400	404
<i>Woolen goods.</i>	1	1				4	269	273
<i>Bleaching.</i>	1	1				7	233	240
New Hampton.....	1	1				1	26	27
New Windsor.....	12	10	1			19	936	955
Port Jervis.....	26	26		1	16	27	1,403	1,430
Roseton.....	4	4				4	1,525	1,529
Salisbury Mills.....	1	1				2	80	82
Walden.....	11	11			9	13	1,301	1,314
Warwick.....	7	7			4	6	59	65
ORLEANS COUNTY.....	61	61			21	29	1,793	1,822
Albion.....	19	19			7	2	388	390
Holley.....	11	11			3	1	302	303
Medina.....	27	27			10	26	1,071	1,097
Shelby.....	4	4			1		32	32
OSWEGO COUNTY.....	149	146	1	4	109	249	8,063	8,312
Altmar.....	2	2			1		65	65
Battle Island.....	1	1				5	106	111

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
OSWEGO COUNTY—Concluded.								
Fulton.....	38	36	1	2	25	55	2,549	2,604
Woolen goods.....	1	1				6	1,144	1,150
Paper and pulp.....	5	5				14	342	356
Fire arms.....	1	1				16	341	357
Canned fruits and vegetables	1	1				3	303	306
Lacona.....	4	4			3		15	15
Mexico.....	9	9		1	7	2	48	50
Minetto.....	1	1				7	289	296
Oswego.....	61	60			36	167	4,422	4,589
Knit goods.....	4	4			2	10	1,047	1,057
Boilers and engines.....	7	7			2	31	699	730
Car and locomotive repairs.....	1	1				25	488	513
Matches.....	1	1				4	431	435
Cotton goods.....	1	1				4	388	392
Phoenix.....	16	16		1	18	7	328	335
Pulaski.....	13	13			15	5	221	226
Sandy Creek.....	4	4			4	1	20	21
OTSEGO COUNTY.....	145	75	35	4	84	77	2,308	2,385
Cherry Valley.....	7	3	2		3	1	58	59
Collersville.....	3	1	1		1		8	8
Cooperstown.....	16	4	6	1	11	14	112	126
Edmeston.....	7	7			3		34	34
Hartwick.....	1	1					12	12
Index.....	1	1				2	140	142
Milford.....	7	3	2	1	7		35	35
Oneonta.....	49	21	14	1	25	47	1,356	1,403
Otego.....	5	5			4		30	30
Phoenix Mills.....	1	1			1	4	124	128
Richfield Springs.....	16	2	7		6	4	150	154
Schuyler's Lake.....	1	1			1		8	8
Schenevus.....	6	6			5		43	43
South Edmeston.....	2	2				2	35	37
Unadilla.....	13	13			10	3	135	138
Worcester.....	10	4	3	1	7		28	28
PUTNAM COUNTY.....	21	21			12	23	1,260	1,283
Baldwin Place.....	1	1					4	4
Brewster.....	5	5			1	2	97	99
Cold Spring.....	11	11			9	20	973	993
Highlands.....	1	1			1	1	28	29
Patterson.....	3	3			1		158	158
QUEENS COUNTY.....	457	418	4	4	110	561	21,093	21,654
(Queens Borough, New York City.)								
Astoria.....	44	42	1	1	10	47	1,306	1,353
Bayside.....	2	2			2		2	2
Brooklyn Heights.....	1	1				7	401	408
Brooklyn Hills.....	1	1			1		1	1
College Point.....	28	25	1		9	35	1,763	1,798

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.65

Oswego-Queens Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illiterate children.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
2,445	55	2,390	1,603	57	26	677	27	15	53	1,968	354	3	.....
1,055	6	1,049	528	23	21	454	23	.....	44	1,005	.....	.....	.....
348	14	328	302	9	1	16	.....	.....	1	16	311	.....	.....
336	16	320	316	4	.....	.....	.....	.....	.....	320	.....	.....	.....
306	3	303	125	10	4	160	4	.....	8	295	.....	3	.....
15	.....	15	15	.....	.....	.....	.....	1	.....	12	2	.....	.....
39	2	37	35	.....	.....	2	.....	.....	11	12	14	.....	.....
296	7	289	235	.....	2	52	.....	.....	.....	289	.....	.....	.....
4,513	167	4,346	2,760	140	60	1,313	73	33	975	3,322	16	.....	.....
1,045	10	1,035	159	24	17	797	38	.....	55	980	.....	.....	.....
710	31	679	668	13	4	.....	.....	.....	.....	679	.....	.....	.....
513	25	488	488	.....	.....	.....	.....	.....	488	.....	.....	.....	.....
435	4	431	250	20	11	141	9	.....	20	411	.....	.....	.....
392	4	388	280	14	5	86	3	.....	8	380	.....	.....	.....
314	7	307	223	14	1	67	2	.....	9	242	56	1	.....
221	5	216	155	4	1	56	.....	.....	.....	208	8	.....	.....
21	1	20	12	.....	.....	8	.....	.....	.....	20	.....	.....	.....
2,097	71	2,026	1,523	25	11	456	11	108	99	1,672	147	2	.....
47	1	46	42	1	.....	3	.....	4	.....	21	21	.....	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	2	3	.....	.....
122	14	108	85	1	1	21	.....	.....	2	79	27	2	.....
32	.....	32	31	.....	.....	1	.....	3	.....	9	20	.....	.....
12	.....	12	12	.....	.....	.....	.....	.....	.....	.....	12	.....	.....
142	2	140	53	.....	2	85	.....	.....	2	138	.....	.....	.....
31	.....	31	29	1	.....	1	.....	1	.....	26	4	.....	.....
1,193	41	1,152	935	15	3	193	6	62	70	1,015	5	.....	.....
21	.....	21	20	.....	.....	1	.....	.....	.....	5	16	.....	.....
128	4	124	84	1	.....	38	1	.....	1	123	.....	.....	.....
153	4	149	67	5	4	69	4	.....	16	128	5	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	6	.....	.....	.....
43	.....	43	39	.....	1	3	.....	9	8	26	.....	.....	.....
30	2	28	28	.....	.....	.....	.....	.....	.....	.....	28	.....	.....
112	3	109	73	1	.....	35	.....	29	.....	77	3	.....	.....
20	.....	20	14	.....	.....	6	.....	.....	.....	17	3	.....	.....
1,281	23	1,258	1,150	3	2	102	1	8	1,186	53	11	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	.....	2	.....	.....
99	2	97	65	.....	.....	32	.....	.....	85	12	.....	.....	.....
993	20	973	973	.....	.....	.....	.....	5	950	13	5	.....	.....
29	1	28	28	.....	.....	.....	.....	.....	.....	28	.....	.....	.....
158	.....	158	82	3	2	70	1	3	151	.....	4	.....	.....
20,180	561	19,619	15,998	489	255	2,707	170	1,962	8,310	8,495	852	.....	1
1,183	47	1,136	882	6	7	236	5	284	708	141	3	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
408	7	401	270	30	21	72	8	29	372	.....	.....	.....	.....
1	.....	1	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
1,713	35	1,678	921	62	18	641	36	89	459	1,130	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries speci- fied in each city.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
QUEENS COUNTY—Concluded.								
Corona.....	15	15		1	5	9	576	585
Dunton.....	1	1					8	8
East Williamsburg.....	18	17			6	24	582	606
Elmhurst.....	6	6			2		21	21
Evergreen.....	22	21			4	23	562	585
Far Rockaway.....	13	13			6	3	90	93
Flushing.....	17	17			2	5	251	256
Germania Heights.....	4	4		1	3	2	147	149
Glendale.....	12	10				22	715	737
Hollis.....	1	1			1		1	1
Jamaica.....	20	20			4	14	262	276
Laurel Hill.....	11	5			1	48	2,237	2,285
Long Island City.....	131	110	2		10	229	6,481	6,710
Maspeth.....	15	15			8	4	430	434
Middle Village.....	2	2			1		11	11
Morris Park.....	1	1				18	700	718
Ozone Park.....	5	5				6	31	37
Queens.....	2	2					55	55
Richmond Hill.....	8	8			3	3	138	141
Ridgewood Heights.....	16	16			12	2	130	132
Rockaway Beach.....	22	21		1	10	4	213	217
Rosedale.....	1	1			1		3	3
Steinway.....	15	13			1	27	1,450	1,477
Union Course.....	2	2			1	1	25	26
Whitestone.....	5	5					49	49
Whitestone Landing.....	1	1				6	94	100
Winfield.....	3	3			2		22	22
Woodside.....	6	6			1	4	85	89
Woodhaven.....	5	5			4	18	2,244	2,262
Woodhaven Junction.....	1	1					7	7
RENSSELAER COUNTY.....	573	554	7	2	236	673	26,856	27,529
Averill Park.....	4	4			1	2	200	202
Berlin.....	5	5			2	1	207	208
Castleton.....	5	5			1	10	416	426
Cropseville.....	1	1			1		1	1
Eagle Mills.....	2	2					15	15
Grafton Centre.....	1	1					92	92
Hoosick Falls.....	25	20	2	1	7	51	1,816	1,867
Johnsonville.....	3	3			3	1	28	29
Nassau.....	3	3			1	1	112	113
North Hoosick.....	2	2				2	54	56
Petersburgh.....	6	6			3	1	58	59
Rensselaer.....	24	24			16	38	689	727
Car and locomotive repairs.....	3	3				23	365	388
Felt goods.....	1	1				9	214	225
Schaghticoke.....	6	6			2	11	451	462
Troy (See Table IV).....	478	464	5	1	196	553	22,243	22,796
Valley Falls.....	3	3			2	1	324	325
Walloomisac.....	1	1					73	73
West Sand Lake.....	4	4			1	1	77	78

Queens-Rensselaer Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
509 8	9	500 8	403 8	13	8	75	1	430	12	58	8		
604 21	24	580 21	577 21	3				13	290 6	277 9	6		
546	23	523	427	10	8	77	1	16	276	231			
89 215 149 624 1	3 5 2 22	86 210 147 602 1	80 161 14 345 1			6 48 117 209		6 7 16 9	47 42 16 479	21 118 131 114 1	12 43		
265 2,198 6,151 403 11	14 48 229 4	251 2,150 5,922 399 11	181 2,040 5,438 351 11	1 179 11	1 87 11	68 104 202 26		40 818 181	12 1,412 3,142 177 10	189 738 1,280 41 1	10 682		
718 31 48 111 132	18 6 3 2	700 25 48 108 130	700 25 48 87 83							700 9 48 65 75			
137 3 1,357 26 41	4 27 1	133 3 1,330 25 41	122 3 1,010 25 19			11 271 19		17 21	25 468 37	69 841 4	22		
100 17 89 2,262 7	6 4 18	94 17 85 2,244 7	94 7 85 1,549 7						94 15 15 79 7				
25,069	671	24,398	12,630	325	151	11,198	94	1,106	8,488	14,291	513	4	
201 205 392 1 15	2 1 10	199 204 382 1 15	84 76 254 1 15	10 20	7 18	93 128 76	5		12 47 32	187 157 301 1 15			
92 1,822 28 112 56	51 1 1 2	92 1,771 27 111 54	7 1,334 27 77 54			85 392 25				92 1,510 27 108 34			
59 628 298 223	1 38 23 9	58 590 276 214	41 486 276 113			17 95 92				58 28 250			
315 20,667 325 73 78	11 551 1	304 20,116 324 73 77	179 9,670 213 73 39	15 234 8	13 94 3	84 10,071 100	13 47		26 7,869 3	278 11,110 311			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries speci- fied in each city.)	Number of inspec- tions.	PLACES INSPECTED.		Number of estab- lish- ments with no em- ployees.	Number of owners at work.	LARGEST NUMBER OF EM- PLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
RICHMOND COUNTY.....	176	173	.....	5	69	207	8,244	8,451
(Richmond Borough, New York City.)								
Castleton Corners.....	2	2	.....	.....	.....	4	29	33
Clifton.....	5	5	.....	.....	.....	8	232	240
Concord.....	4	4	.....	1	1	.....	38	38
Fort Wadsworth.....	1	1	.....	.....	.....	.....	4	4
Garretson.....	1	1	.....	.....	.....	.....	50	50
Graniteville.....	5	5	.....	.....	3	4	340	344
Grant City.....	2	2	.....	1	1	.....	4	4
Grassmere.....	1	1	.....	.....	.....	.....	7	7
Green Ridge.....	3	3	.....	.....	.....	.....	238	238
Kreischerville.....	2	2	.....	.....	.....	3	127	130
Linoleumville.....	2	2	.....	.....	1	3	626	629
Livingston.....	1	1	.....	.....	.....	.....	44	44
Mariners' Harbor.....	7	7	.....	.....	.....	25	859	884
New Brighton.....	16	14	.....	.....	6	25	623	648
Port Richmond.....	13	13	.....	.....	4	22	1,234	1,256
Princess Bay.....	1	1	.....	.....	.....	16	544	560
Richmond.....	2	2	.....	.....	2	.....	9	9
Richmond Valley.....	2	2	.....	.....	1	.....	51	51
Rosebank.....	6	6	.....	.....	1	4	304	308
Rossville.....	3	3	.....	.....	1	3	86	89
St. George.....	3	3	.....	.....	3	1	17	18
Stapleton.....	33	32	.....	2	21	10	378	388
Tompkinsville.....	16	16	.....	.....	8	17	495	512
Tottenville.....	11	11	.....	.....	1	11	592	603
West New Brighton.....	34	34	.....	1	15	51	1,313	1,364
ROCKLAND COUNTY.....	98	96	1	1	26	89	5,180	5,269
Clarkstown.....	1	1	.....	.....	.....	.....	110	110
Congers.....	3	3	.....	.....	1	.....	26	26
Garnerville.....	1	1	.....	.....	.....	3	780	783
Grassy Point.....	1	1	.....	.....	.....	1	60	61
Haverstraw.....	41	39	1	.....	6	8	2,205	2,213
Hillburn.....	2	2	.....	.....	.....	29	324	353
New City.....	2	2	.....	.....	1	.....	30	30
Nyack.....	25	25	.....	.....	9	16	570	586
Orangeburg.....	2	2	.....	.....	.....	6	114	120
Pearl River.....	2	2	.....	.....	1	15	341	356
Piermont.....	3	3	.....	1	1	4	125	129
Ramapo.....	1	1	.....	.....	.....	3	100	103
Rockland Lake.....	2	2	.....	.....	.....	1	22	23
Spring Valley.....	7	7	.....	.....	6	1	323	324
Stony Point.....	1	1	.....	.....	.....	.....	3	3
Suffern.....	3	3	.....	.....	1	.....	15	15
Tompkins Cove.....	1	1	.....	.....	.....	2	32	34
ST. LAWRENCE COUNTY.....	190	182	2	3	70	51	5,333	5,384
Benson Mines.....	2	2	.....	.....	1	.....	105	105
Brasher Falls.....	6	6	.....	1	3	.....	35	35
Canton.....	20	20	.....	.....	12	.....	205	205

Richmond-St. Lawrence Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
7,684	205	7,479	6,378	103	40	926	32	325	3,571	3,275	308	.....	.....
33	4	29	29	.....	.....	.....	.....	.....	25	.....	4	.....	.....
234	8	226	222	.....	.....	4	.....	4	1	221	.....	.....	.....
37	.....	37	9	.....	.....	28	.....	8	27	2	.....	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
39	.....	30	16	2	.....	12	.....	.....	.....	30	.....	.....	.....
326	4	322	130	27	18	138	9	.....	27	295	.....	.....	.....
4	.....	4	4	.....	.....	.....	.....	.....	.....	.....	4	.....	.....
7	.....	7	7	.....	.....	.....	.....	.....	.....	.....	7	.....	.....
238	.....	238	238	.....	.....	.....	.....	.....	.....	238	.....	.....	.....
125	3	122	122	.....	.....	.....	.....	.....	.....	122	.....	.....	.....
629	3	626	571	10	.....	45	.....	.....	.....	626	.....	.....	.....
44	.....	44	44	.....	.....	.....	.....	.....	44	.....	.....	.....	.....
824	25	799	788	10	1	.....	.....	.....	726	73	.....	.....	.....
633	23	610	520	5	.....	85	.....	.....	56	554	.....	.....	.....
1,051	22	1,029	1,012	5	1	11	.....	.....	754	145	130	.....	.....
560	16	544	477	12	.....	55	.....	.....	544	.....	.....	.....	.....
8	.....	8	8	.....	.....	.....	.....	.....	.....	8	.....	.....	.....
39	.....	39	18	1	1	16	3	.....	11	28	.....	.....	.....
308	4	304	239	.....	.....	65	.....	.....	297	7	.....	.....	.....
89	3	86	75	1	.....	8	2	.....	27	59	.....	.....	.....
15	1	14	13	.....	1	.....	.....	.....	9	5	.....	.....	.....
377	10	367	276	.....	1	85	5	59	66	235	7	.....	.....
498	17	481	354	25	15	81	6	17	57	366	41	.....	.....
587	11	576	572	2	.....	2	.....	.....	507	9	60	.....	.....
986	51	935	632	3	2	291	7	237	393	250	55	.....	.....
4,822	89	4,733	4,052	147	39	485	10	86	999	3,507	141	.....	.....
105	.....	105	55	5	.....	45	.....	.....	.....	105	.....	.....	.....
24	.....	24	24	.....	.....	.....	.....	.....	.....	24	.....	.....	.....
683	3	680	525	28	19	103	5	.....	24	656	.....	.....	.....
61	1	60	60	.....	.....	.....	.....	.....	.....	60	.....	.....	.....
1,994	8	1,986	1,812	74	15	83	2	72	147	1,767	.....	.....	.....
353	29	324	321	3	.....	.....	.....	.....	313	.....	11	.....	.....
30	.....	30	19	.....	.....	11	.....	.....	30	.....	.....	.....	.....
530	16	514	367	17	1	129	.....	14	90	410	.....	.....	.....
105	6	99	99	.....	.....	.....	.....	.....	.....	85	14	.....	.....
356	15	341	338	3	.....	.....	.....	.....	338	3	.....	.....	.....
129	4	125	118	4	.....	3	.....	.....	3	6	116	.....	.....
103	3	100	97	3	.....	.....	.....	.....	.....	100	.....	.....	.....
23	1	22	22	.....	.....	.....	.....	.....	.....	22	.....	.....	.....
274	1	273	150	10	4	106	3	.....	54	219	.....	.....	.....
3	.....	3	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....
15	.....	15	10	.....	.....	5	.....	.....	.....	15	.....	.....	.....
34	2	32	32	.....	.....	.....	.....	.....	.....	32	.....	.....	.....
5,070	51	5,019	4,209	57	35	677	41	86	431	3,513	989	7	.....
105	.....	105	105	.....	.....	.....	.....	.....	.....	105	.....	.....	.....
27	.....	27	27	.....	.....	.....	.....	.....	2	25	.....	.....	.....
198	.....	198	189	2	3	4	.....	.....	18	178	2	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
ST. LAWRENCE COUNTY—Con.								
Clifton.....	1	1					21	21
Dodgeville.....	1	1					12	12
East Norfolk.....	1	1					65	65
Edwards.....	2	1					15	15
Emeryville.....	1	1					50	50
Fine.....	1	1			1		8	8
Fort Jackson.....	2	2			1		17	17
Fowler.....	2	2				1	13	14
Fullerville.....	2	2					15	15
Gouverneur.....	8	6	1			4	332	336
Hallesboro.....	1	1					14	14
Hannawa Falls.....	1	1					50	50
Hewettville.....	1	1					12	12
Madrid.....	6	6		1	3		67	67
Massena.....	12	11		1	3	5	709	714
Massena Springs.....	3	3			2		14	14
Natural Dam.....	1	1					100	100
Newton Falls.....	3	3					254	254
Norfolk.....	2	2			2		276	276
Norwood.....	5	5			3	1	122	123
Ogdensburg.....	65	63	1		29	35	1,184	1,219
<i>Silk goods</i>	2		1			6	207	213
<i>Packing boxes</i>	1	1				14	199	183
Oswegatchie.....	1	1				2	250	252
Parishville.....	5	4			1		128	128
Piercefield.....	2	2				3	265	268
Potsdam.....	12	12			3		392	392
Pyrites.....	3	2					146	146
Raymondville.....	1	1					100	100
Rensselaer Falls.....	2	2					34	34
Scotts Bridge.....	1	1			1		20	20
Sissonville.....	1	1					78	78
South Edwards.....	2	2					40	40
Stammerville.....	1	1			1		17	17
Wanakana.....	6	6			1		127	127
Wegatchie.....	1	1			2		16	16
West Stockholm.....	2	2					22	22
Yaleville.....	1	1			1		3	3
SARATOGA COUNTY.....	245	240	2		117	283	7,897	8,180
Ballston Spa.....	32	30	1		19	24	941	965
Ballston Lake.....	2	2			1		5	5
Corinth.....	9	9			7	4	74	78
Crescent.....	4	4			1	4	129	133
Factory Village.....	3	3				2	63	65
Fennimore.....	2	1				3	232	235
Hadley.....	3	3				4	100	104
Half Moon.....	1	1			1		3	3
Mechanicville.....	40	40			18	57	1,847	1,904
Palmer Falls.....	1	1				13	638	651
Rock City Falls.....	2	2				5	60	65
Saratoga Springs.....	87	87			46	97	992	1,089
Schuylerville.....	10	10			7	12	367	379
South Glens Falls.....	6	6			4	6	328	334
Spiers Falls.....	1	1				1	20	21

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
SARATOGA COUNTY—Concluded.								
Stillwater.....	8	8			4	4	56	60
Victory Mills.....	1	1				4	300	304
Waterford.....	31	29	1		8	40	1,690	1,730
West Milton.....	1	1				3	49	52
Willow Glen.....	1	1			1		3	3
SCHENECTADY COUNTY.....	234	197	1	3	132	1,820	17,974	19,794
Schenectady (See Table IV).....	230	193	1	3	130	1,820	17,959	19,779
Scotia.....	4	4			2		15	15
SCHOHARIE COUNTY.....	73	73			60	24	648	672
Central Bridge.....	5	5			4		23	23
Cobleskill.....	34	34			22	17	293	310
Esperance.....	4	4			5		31	31
Gallupville.....	2	2			1		7	7
Howes Cave.....	2	2				6	189	195
Middleburgh.....	14	14			17		46	46
Richmondville.....	4	4			3	1	39	40
Schoharie.....	8	8			8		20	20
SCHUYLER COUNTY.....	38	38			21	20	635	655
Burdette.....	2	2			2		6	6
Montour Falls.....	6	6			3	5	188	193
North Hector.....	1	1			1		2	2
Odessa.....	4	4			3	1	27	28
Valois.....	3	3			2	1	61	62
Watkins.....	22	22			10	13	351	364
SENECA COUNTY.....	154	12	71	1	29	125	3,062	3,187
Border City.....	2	2				1	70	71
Interlaken.....	17	3	7		4	2	73	75
Ovid.....	8		4		3		12	12
Seneca Falls.....	80	2	39		12	104	2,018	2,122
Waterloo.....	47	5	21	1	10	18	889	907
STEUBEN COUNTY.....	234	232	1		129	194	8,270	8,464
Addison.....	18	18			12	5	316	321
Atlanta.....	3	3			3		7	7
Avoca.....	9	9			3	5	143	148
Bath.....	22	22			9	14	235	249
Campbell.....	2	2			1		5	5
Canisteo.....	19	19			12	6	217	223
Cohocton.....	7	7			3	2	96	98
Cold Springs.....	2	2			2		7	7
Cooper's Plains.....	3	3			2		17	17
Corning.....	49	47	1		26	65	3,164	3,229
<i>Cut glassware</i>	13	11	1		3	26	1,947	1,978
<i>Railway equipment</i>	2	2				10	671	681
Greenwood.....	4	4			3		17	17
Hammondsport.....	20	20			12	16	185	201

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.73

Saratoga-Steuben Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
60 304 1,697 52 3	4 4 39 3	56 300 1,658 49 3	56 110 785 49 3	..... 8 17 ..... .....	..... 6 12 ..... .....	..... 176 826 ..... .....	..... ..... 18 ..... .....	..... ..... 3 ..... .....	..... ..... 6 75	27 294 1,513 3	29 67 49.....	.........................	.........................
19,759	1,820	17,939	15,944	360	26	1,609	.....	194	16,540	1,142	63	2	.....
19,744 15	1,820	17,924 15	15,933 11	359 1	24 2	1,608 1	..... .....	188 6	16,534 6	1,139 3	63	2.....	..........
664	24	640	474	.....	1	165	.....	14	74	375	177	.....	.....
21 307 31 7	..... 17	21 290 31 7	21 172 7 7	..... ..... ..... .....	..... ..... ..... .....	..... 118 24 .....	..... ..... ..... .....	..... 12 ..... ..... .....	..... 72	21 204 31 7	..... 2..........	....................	....................
195 43 40 20	6 1	189 43 39 20	185 41 22 19	..... ..... ..... .....	..... ..... ..... .....	..... 3 2 17 1	..... ..... ..... .....	..... 1 1	..... 2	14 40 39 19	175...............	....................	....................
544	20	524	438	.....	.....	86	.....	27	12	471	14	.....	.....
4 173 2 22 30 313	..... 5 1 1 13	4 168 2 21 29 300	4 164 2 20 16 232	..... ..... ..... ..... ..... .....	..... ..... ..... ..... ..... .....	..... 4 1 13 68	..... ..... ..... ..... ..... .....	..... 1 26	..... ..... ..... ..... 12	4 167 21 29 248	..... ..... ..... ..... 14	.........................	.........................
2,603	121	2,482	2,036	38	16	381	11	33	28	2,333	88	2	.....
64 46 8 1,953 532	1 1 102 17	63 45 8 1,851 515	63 33 7 1,532 401	..... ..... ..... 31 7	..... ..... ..... 15 1	..... 12 1 271 97	..... ..... ..... 2 9	..... 1 16 16	..... 5 15 8	3 39 6 1,808 477	60 2 12 14	..... ..... ..... 2.....	.........................
7,566	192	7,374	5,841	211	15	1,301	6	79	2,992	4,277	26	.....	.....
186 6 129 200 3	5 5 14	181 6 124 186 3	174 6 108 172 3	4 6 ..... .....	..... ..... ..... ..... .....	3 10 14 .....	..... ..... ..... ..... .....	13 8	2	166 6 123 172 3	..... ..... 1 6.....	.........................	.........................
198 76 3 12 3,008 1,890 562	6 2 65 25 10	192 74 3 12 2,943 1,865 552	132 50 3 12 2,569 1,643 540	..... ..... ..... ..... 173 173 .....	..... ..... ..... ..... 12 12 .....	..... 58 24 189 197 12	..... ..... ..... 2	3 6 2 22 4	66 1,309 1,844	123 68 3 10 1,600 617 552	..... ..... ..... ..... 12..........	...................................	...................................
15 150	..... 16	15 134	15 110	..... 3	..... .....	..... 21	..... .....	2 1	..... .....	13 133	..........	..........	..........

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
STEUBEN COUNTY—Concluded.								
Hornell.....	39	39			21	46	2,816	2,862
<i>Silk goods</i>	6	6				12	1,069	1,081
<i>Car and locomotive repairs</i>	1	1				3	850	853
<i>House trim</i>	2	2			1	7	302	310
Kanona.....	3	3			2		15	15
Painted Post.....	7	7			2	20	545	565
Perkinsville.....	2	2			2		5	5
Prattsburg.....	6	6			3		24	24
Pultney.....	1	1			1		19	19
Rhems.....	1	1				3	45	48
Savona.....	4	4			3		12	12
Urbana.....	1	1				3	50	53
Wayland.....	12	12			7	9	330	339
SUFFOLK COUNTY.....	268	267		6	167	102	3,805	3,907
Amityville.....	6	6			5		15	15
Babylon.....	14	14			8	3	52	55
Bayport.....	1	1					20	20
Bay Shore.....	11	11			10	1	39	40
Billport.....	1	1			1		1	1
Bohemia.....	2	2				1	80	81
Bridgehampton.....	5	5			4	1	16	17
Centre Moriches.....	4	4			4		10	10
Cold Spring.....	2	2			2		6	6
Deer Park.....	2	2			1		7	7
East Hampton.....	7	7		1	4		21	21
East Islip.....	1	1			1		3	3
East Northport.....	1	1					20	20
East Patchogue.....	1	1			1		3	3
East Setauket.....	1	1		1	1			
Echo.....	1	1			1		3	3
Fairground.....	2	2					28	28
Fisher's Island.....	8	8					78	78
Good Ground.....	1	1			1		1	1
Greenlawn.....	1	1					6	6
Greenport.....	20	20			11	7	315	322
Halesie.....	2	2					6	6
Holbrook.....	1	1			1		5	5
Huntington.....	18	18			5	3	129	132
Islip.....	5	5			3	2	25	27
Lindenhurst.....	14	13			11	3	253	256
Mattituck.....	2	2		1	1		25	25
Northport.....	13	13			9	8	169	177
Patchogue.....	30	30			18	42	977	1,019
Port Jefferson.....	13	13			5	1	205	206
Promised Land.....	1	1				2	195	197
Quogue.....	1	1			1		2	2
Riverhead.....	22	22		1	21	6	181	187
Sag Harbor.....	14	14		1	10	18	720	738
St. James.....	1	1			1		1	1
Sayville.....	6	6			6		24	24
Shelter Island.....	6	6					56	56
Smithtown.....	3	3			1		15	15
Smithtown Branch.....	1	1			1		2	2
South Hampton.....	12	12			7	4	48	52

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.75

Steuben-Suffolk Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
2,639 1,067 722 307	44 12 2 7	2,595 1,055 720 300	1,666 298 720 288	15 12	..... ..... ..... .....	910 753	4 4	22	1,154 299 720	1,412 756 300	7 ..... ..... .....	..... ..... ..... .....
12 515 3 20 10	..... 20	12 495 3 20 10	12 486 2 18 7	..... 6 ..... ..... .....	..... ..... ..... ..... .....	..... 3 1 2 3	..... ..... ..... ..... .....	..... ..... ..... ..... .....	..... 428 2	12 67 1 20 10	..... ..... ..... ..... .....	..... ..... ..... ..... .....
43 9 43 286	3 3 9	40 9 40 277	40 9 25 222	..... ..... ..... 4	..... ..... ..... 3	..... ..... 15 48	..... ..... ..... .....	..... ..... ..... 31	..... ..... ..... 246	40 9 40 .....	..... ..... ..... .....	..... ..... ..... .....
3,407	100	3,307	2,371	110	50	721	55	166	1,452	1,561	128	2	
15 51 2 40 1	..... 3 1	15 48 2 39 1	12 37 2 26 1	..... 3 ..... ..... .....	..... ..... ..... ..... .....	3 8 13 .....	..... ..... ..... ..... .....	..... ..... ..... 22	5	6 42 2 12 1	4 6 5 .....	..... ..... 1
81 15 10 6 5	1 1	80 14 10 6 5	34 13 10 6 5	1	1	44 1 ..... ..... .....	..... ..... ..... ..... .....	..... ..... 1 ..... .....	..... 11	80 2 7 4 5	..... 1 2 2 .....	..... ..... ..... ..... .....
21 3 3 3	..... ..... ..... .....	21 3 3 3	17 3 3 3	..... ..... ..... .....	1	3 ..... ..... .....	..... ..... ..... .....	2	2	7 3 3 3	10 ..... ..... .....	..... ..... ..... .....
3 8 78 1 4	..... ..... ..... ..... .....	3 8 78 1 4	1 8 59 1 4	..... ..... ..... ..... .....	..... ..... ..... ..... .....	2 19 ..... .....	..... ..... ..... ..... .....	..... ..... 15	3 ..... ..... ..... .....	..... 8 63 1 4	..... ..... ..... ..... .....	..... ..... ..... ..... .....
219 6 5 109 25	7 2 2	212 6 5 107 23	210 6 5 94 15	..... ..... ..... ..... .....	..... ..... ..... ..... .....	2 13 8	..... ..... ..... ..... .....	..... ..... 5	195 5 5 38 16	5 1 55 2	12 9 5	..... ..... ..... ..... .....
239 5 160 925 102	3 8 41 1	236 5 152 884 101	111 2 92 563 99	7 53 2	12 12	100 3 60 218	6 38	5 86 61	17 50 759 89	214 5 8 52 6	..... ..... 8 12 6	..... ..... 1
197 2 163 738 1	2 6 18	195 2 157 720 1	195 2 99 528 1	..... ..... 6 35	1 20 .....	..... ..... 50 127	..... ..... 1 10	..... ..... 120 29	..... ..... ..... 680	195 2 35 11 1	..... ..... 2 ..... .....	..... ..... ..... ..... .....
24 56 8 2 49	..... ..... ..... ..... 4	24 56 8 2 45	16 21 8 2 37	2	1 2	5 35 6	..... ..... ..... ..... .....	..... 3 3	19 25 3 16	3 8 5 2 21	2 20 5	..... ..... ..... ..... .....

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments [with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
SUFFOLK COUNTY—Concluded.								
Southold.....	4	4			4		6	6
Speonk.....	1	1			1		6	6
Stony Brook.....	3	3		1	4		8	8
Wardenclyffe.....	1	1					20	20
West Hampton Beach.....	1	1			1		2	2
Wyandanch.....	1	1			1		1	1
SULLIVAN COUNTY.....	30	30			21	2	219	221
Liberty.....	13	13			8		49	49
Livingston Manor.....	7	7			4		70	70
Monticello.....	7	7			6	2	75	77
Roscoe.....	3	3			3		25	25
TIOGA COUNTY.....	91	91			44	59	1,372	1,431
Berkshire.....	2	2			1		5	5
Candor.....	8	8			3	3	191	194
Lockwood.....	3	3			1		5	5
Newark Valley.....	7	7			3	8	167	175
Nichols.....	5	5			4		21	21
Owego.....	37	37			23	37	699	736
Richford.....	4	4			2	2	33	35
Spencer.....	6	6			2		33	33
Waverly.....	19	19			5	9	218	227
TOMPKINS COUNTY.....	279	86	95	1	80	136	2,233	2,369
Brookton.....	3	3			3		6	6
Dryden.....	7	7			3	1	36	37
Etna.....	2	2					4	4
Forest Home.....	1	1					15	15
Freeville.....	3	3			2		8	8
Groton.....	14	14		1	8	22	318	340
Ithaca.....	213	42	84		54	101	1,499	1,600
Fire arms.....	1	1				6	195	201
Printing.....	11	3	4		4	21	119	140
Lansing.....	1	1				1	90	91
Ludlowville.....	2	2			1		2	2
Myers.....	2	2				3	103	106
Newfield.....	5	3	1		3		25	25
Slaterville.....	1	1					7	7
Trumansburg.....	25	5	10		6	8	120	128
ULSTER COUNTY.....	216	214		4	94	109	8,575	8,684
Chichester.....	1	1				1	103	104
East Kingston.....	8	8					853	853
Ellenville.....	10	10			3	5	248	253
Flatbush.....	5	5					384	384
Glasco.....	6	6				1	658	659
Highland.....	6	6			2		62	62
Kingston.....	127	126		3	79	74	3,778	3,852
Cigars.....	7	7			6	8	980	988
Brick.....	2	2					530	530
Shirts.....	2	2				5	387	390

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.77

Suffolk-Ulster Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illiterate children.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
6		6	5	1					2	1	3		
3		3	3						3				
7		7	7							7			
3		3	2			1			3				
2		2	2								2		
1		1	1							1			
213	2	211	179	2	2	27	1	8	30	170	3		
45		45	39			6		4	4	34	3		
70		70	67	2	1				1	69			
73	2	71	49			21	1	4	18	49			
25		25	24		1				7	18			
1,221	59	1,162	823	36	6	293	4	69	203	885	5		
5		5	5						3	2			
191	3	188	96	4		88				188			
5		5	5							5			
135	8	127	121	2		4			3	124			
17		17	7			10				17			
608	37	571	377	20	6	164	4	48	171	347	5		
23	2	21	20			1			16	5			
29		29	22			7		2		27			
208	9	199	170	10		19		19	10	170			
1,933	122	1,811	1,487	19	2	302	1	169	437	1,082	123		
5		5	5							5			
37	1	36	28			8				34	2		
4		4	3			1				4			
15		15	15						15				
7		7	6			2				7			
183	22	161	155			6		4		157			
1,364	87	1,277	1,005	16	1	254	1	157	407	682	31		
201	6	195	188	7						195			
133	19	114	72	3		39		13	101				
91	1	90	90								90		
2		2	2							2			
106	3	103	89			14				103			
8		8	8							8			
7		7	7							7			
104	8	96	75	3	1	17		8	15	73			
8,300	109	8,191	6,034	172	166	1,693	126	117	872	4,592	2,610		
104	1	103	98	2	3					103			
853		853	825	12	16				16	12	825		
253	5	248	205	18	2	20	3		25	223			
384		384	376	5	3				3	5	376		
659	1	658	627	11	20				20	11	627		
59		59	55		1	3			1	58			
3,584	74	3,510	2,017	69	68	1,241	115	94	730	2,175	511		
988	8	980	884	16	22	643	75	49	216	716			
630		630	605	16	9				9	16	605		
390	3	387	388			293	8		8	379			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
ULSTER COUNTY—Concluded.								
Marlboro.....	7	7			1		88	88
Milton.....	2	2					116	116
Napanoch.....	7	6			3	1	152	153
Port Ewen.....	5	5		1	2		182	182
Rifton.....	3	3				3	399	402
Rosendale.....	5	5				5	629	634
Saugerties.....	16	16			3	17	593	610
Shandaken.....	2	2					38	38
Ulster Landing.....	2	2					72	72
Wallkill.....	4	4			1	2	220	222
WARREN COUNTY.....	122	122			55	122	4,320	4,442
French Mountain.....	1	1			3		8	8
Glens Falls.....	101	101			43	104	3,542	3,646
Graphite.....	1	1				1	50	51
Johnsburgh.....	1	1				2	43	45
Lake George.....	5	5			3	1	22	23
Warrensburgh.....	13	13			6	14	655	669
WASHINGTON COUNTY.....	128	126	1	7	44	156	4,606	4,762
Battenville.....	1	1					16	16
Cambridge.....	13	13		1	5	43	292	335
Centre Falls.....	1	1					24	24
Dresden Station.....	1	1					12	12
East Greenwich.....	2	2			1		4	4
Easton.....	2	2				5	84	89
Fort Ann.....	4	4					114	114
Fort Edward.....	17	17		1	5	7	702	709
Fort Miller.....	1	1				1	40	41
Granville.....	13	13			5	1	143	144
Greenwich.....	14	14		3	7	11	603	614
Middle Falls.....	7	7			1	3	155	158
Middle Granville.....	2	2				3	24	27
Salem.....	8	8		1	7	3	207	210
Sandy Hill.....	20	20			7	60	1,223	1,283
Shushan.....	2	2			2		56	56
Thomsons.....	2	2				5	158	163
Whitehall.....	18	16	1	1	4	14	749	763
WAYNE COUNTY.....	183	146	18	7	80	86	2,272	2,358
Clyde.....	15	15		1	5	5	176	181
Lyons.....	60	23	18	2	19	13	710	723
Macedon.....	3	3			1	11	205	216
Marion.....	7	7			3	2	71	73
Newark.....	41	41			20	33	737	770
Ontario.....	6	6		1	5		33	3
Palmvra.....	18	18		1	6	21	237	253
Savannah.....	2	2		1	2		4	9
Sodus.....	13	13			9	1	43	44
Williamson.....	7	7			6		29	24
Wolcott.....	11	11		1	4		27	29

Ulster-Wayne Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Children under 14 yrs.	Illiterate children.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16-18 yrs.)	Boys (14-16 yrs.)	Women (16 yrs. +).	Girls (14-16 yrs.)	51 hrs or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
79		79	57			22				79			
52		52	33		1	18			1	51			
142	1	141	129	1		11			3	81	57		
182		182	168	8	6				6	36	140		
402	3	399	248	12	17	115	7			399			
634	5	629	580	26	23				23	606			
605	17	588	354	3	4	226	1	22	43	519	4		
30		30	30							30			
72		72	70	2						2	70		
206	2	204	162	3	2	37		1	1	202			
4,107	122	3,985	2,175	17	30	1,749	14	101	1,343	1,858	683	1	
8		8	8							8			
3,342	104	3,238	1,853	13	29	1,332	11	95	829	1,759	555	1	
51	1	50	50								50		
45	2	43	39	4						43			
23	1	22	18			4			6	13	3		
638	14	624	207		1	413	3	6	508	35	75		
4,066	142	3,924	2,689	98	117	1,008	12	76	308	2,833	707		
16		16	16								16		
142	29	113	57			56			4	109			
24		24	24								24		
2		12	12							12			
4		4	4							4			
89	5	84	84							24	60		
114		114	69			45				114			
631	7	624	541	3		80		13	1	372	238		
41	1	40	40							12	28		
140	1	139	30			108	1	7	107	23	2		
505	11	494	159	8	106	214	7		5	481	8		
155	3	152	152							38	114		
27	3	24	24							24			
178	3	175	35			139	1		1	174			
1,197	60	1,137	933	51		153		42	177	788	130		
50		50	20			30				50			
163	5	158	158							75	83		
578	14	564	331	36	11	183	3	14	13	533	4		
1,680	86	1,594	1,167	33	13	376	5	138	125	1,270	61		
179	5	174	140	7	7	20		101		73			
402	13	389	233	8	3	140	5	22	51	281	35		
216	11	205	201	4						205			
21	2	19	8			11			3	16			
492	33	459	302	10	2	145		15	37	383	24		
20		20	18			2			2	18			
253	21	232	206	3	1	22			17	213	2		
3		3	3							3			
43	1	42	25	1		16				42			
26		26	12			14			13	13			
25		25	19			6			2	23			

Table III—Statistics of Factories Inspected in each County and Town—Continued.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
WESTCHESTER COUNTY.....	452	446	2	6	183	701	21,176	21,877
Ardsey.....	2	2			1		5	5
Briarcliff Manor.....	6	6			1	2	44	46
Bronxville.....	2	2			2	8	131	139
Buchanan.....	1	1				4	188	192
Chappaqua.....	1	1					39	39
Chauncey.....	1	1					21	21
Cortlandt.....	1	1				1	10	11
Croton.....	4	4			3	1	37	38
Croton Falls.....	3	3				1	88	89
Croton Point.....	3	1					185	185
Dobbs Ferry.....	7	7			2	5	50	55
Harrison.....	1	1			1		2	2
Hastings-on-Hudson.....	9	9			2	14	962	976
Hawthorne.....	1	1		1	1			
Irvington.....	4	4			1	20	213	233
Katonah.....	4	4			2		8	8
Lake Mahopac.....	1	1					2	2
Larchmont.....	2	2			1		8	8
Mamaroneck.....	16	16			5	8	160	168
Mount Kisco.....	8	8			4		42	42
Mount Vernon.....	59	59		1	27	62	1,162	1,224
Silverware.....	2	2				23	296	318
House trim.....	3	3				20	218	238
New Rochelle.....	31	31			12	38	652	690
Printing.....	6	6			1	24	321	345
North Tarrytown.....	7	7			3	35	445	480
Ossining.....	38	38			22	19	424	443
Patterson.....	1	1			2		26	26
Peekskill.....	51	49	1	1	33	56	2,334	2,390
Pelham.....	1	1					6	6
Pleasantville.....	5	5			2		38	38
Portchester.....	21	21			7	97	2,507	2,604
Rye.....	4	4				1	16	17
Tarrytown.....	17	17			8	34	688	722
Tuckahoe.....	4	4			1	3	72	75
Valhalla.....	1	1		1	1			
White Plains.....	21	21			6	3	174	177
Yonkers (See Table IV).....	113	111	1	2	33	289	10,435	10,724
Yorktown Heights.....	1	1					2	2
WYOMING COUNTY.....	96	96			106	46	3,122	3,168
Arcade.....	10	10			9	2	151	153
Attica.....	17	17			19	10	266	276
Bliss.....	4	4			4		24	24
Castile.....	7	7			9	1	34	35
North Bloomfield.....	2	2			3		10	10
Perry.....	19	19			16	14	1,354	1,368
Pike.....	5	5			5		66	66
Portageville.....	2	2			3		102	102
Rock Glen.....	2	2			2	2	215	217
Silver Springs.....	5	5			6	2	268	270
Warsaw.....	20	20			27	15	559	574
Wyoming.....	3	3			3		73	73

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.81

Westchester-Wyoming Counties.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
19,795	655	19,140	13,945	502	104	4,517	72	1,788	11,310	4,972	1,070	4	.....
5	.....	5	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....
44	2	42	22	2	.....	18	.....	.....	31	.....	11	.....	.....
139	8	131	106	10	.....	15	.....	.....	131	.....	.....	.....	.....
192	4	188	175	3	3	7	.....	.....	.....	188	.....	.....	.....
39	.....	39	34	.....	.....	5	.....	.....	.....	39	.....	.....	.....
21	.....	21	18	.....	.....	3	.....	.....	.....	21	.....	.....	.....
11	1	10	10	.....	.....	.....	.....	.....	.....	10	.....	.....	.....
38	1	37	37	.....	.....	.....	.....	.....	31	4	2	.....	.....
62	1	61	58	3	.....	.....	.....	.....	.....	53	8	.....	.....
185	.....	185	185	.....	.....	.....	.....	.....	.....	185	.....	.....	.....
54	5	49	43	.....	.....	6	.....	4	31	14	.....	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
941	14	927	815	16	4	92	.....	5	712	60	150	1	.....
233	20	213	208	5	.....	.....	.....	.....	211	2	.....	.....	.....
7	.....	7	6	.....	.....	1	.....	2	.....	5	.....	.....	.....
2	.....	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
6	.....	6	6	.....	.....	.....	.....	3	.....	3	.....	.....	.....
162	8	154	132	11	5	6	.....	24	62	24	44	1	.....
34	.....	34	33	.....	.....	1	.....	10	6	15	3	.....	.....
1,122	62	1,060	853	44	14	143	6	444	490	118	8	.....	.....
314	23	291	220	35	6	29	1	55	236	.....	.....	.....	.....
238	20	218	212	2	4	.....	.....	218	.....	.....	.....	.....	.....
685	38	647	475	8	7	150	7	139	438	63	7	.....	.....
844	24	820	811	2	5	100	2	21	299	.....	.....	.....	.....
477	35	442	433	4	3	2	.....	392	.....	50	.....	.....	.....
441	19	422	341	3	1	74	3	129	139	95	59	.....	.....
26	.....	26	26	.....	.....	.....	.....	.....	26	.....	.....	.....	.....
2,315	56	2,259	1,682	27	3	540	7	85	1,595	579	.....	1	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	.....	6	.....	.....
38	.....	38	37	1	.....	.....	.....	9	3	5	21	.....	.....
2,227	97	2,130	1,410	80	18	599	23	67	1,464	577	22	.....	.....
17	1	16	15	1	.....	.....	.....	3	.....	9	4	.....	.....
697	34	663	508	24	1	126	4	16	485	157	5	.....	.....
72	3	69	67	2	.....	.....	.....	37	6	26	.....	.....	.....
177	3	174	167	3	1	3	.....	87	.....	57	30	.....	.....
9,317	243	9,074	6,027	255	44	2,726	22	332	5,449	2,603	690	1	.....
1	.....	1	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
2,666	46	2,620	1,610	20	16	964	10	30	248	2,334	8	.....	.....
142	2	140	65	.....	.....	75	.....	.....	.....	140	.....	.....	.....
215	10	205	173	.....	1	31	.....	13	131	61	.....	.....	.....
23	.....	23	20	.....	.....	3	.....	.....	.....	23	.....	.....	.....
31	1	30	30	.....	.....	.....	.....	.....	.....	28	2	.....	.....
6	.....	6	6	.....	.....	.....	.....	.....	.....	6	.....	.....	.....
1,278	14	1,264	552	20	11	671	10	15	21	1,224	4	.....	.....
27	.....	27	13	.....	.....	14	.....	.....	.....	27	.....	.....	.....
48	.....	48	48	.....	.....	.....	.....	.....	.....	48	.....	.....	.....
208	2	206	206	.....	.....	.....	.....	.....	90	116	.....	.....	.....
243	2	241	204	.....	2	35	.....	.....	2	239	.....	.....	.....
436	15	421	285	.....	2	134	.....	2	2	415	2	.....	.....
9	.....	9	8	.....	.....	1	.....	.....	2	7	.....	.....	.....

Table III—Statistics of Factories Inspected in each County and Town—Concluded.

COUNTY AND CITY OR VILLAGE. (With leading industries specified in each city.)	Number of inspections.	PLACES INSPECTED.		Number of establishments with no employees.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES IN THE YEAR.		
		Once.	More than once.			Office help.	Shop force.	Total.
YATES COUNTY.....	146	51	47	.....	103	13	1,221	1,234
Bellona.....	2	2	.....	.....	3	.....	13	13
Benton Center.....	3	1	1	.....	3	.....	12	12
Branchport.....	3	1	1	.....	2	.....	27	27
Cascade Mills.....	2	2	.....	.....	2	.....	29	29
Dresden.....	1	1	.....	.....	1	.....	3	3
Dundee.....	24	3	10	.....	12	.....	117	117
Ferguson Corners.....	1	1	.....	.....	1	.....	4	4
Gage.....	1	1	.....	.....	1	.....	9	9
Himrod's.....	2	2	.....	.....	3	.....	17	17
Italy Hill.....	1	1	.....	.....	1	.....	19	19
Keuka Mills.....	6	.....	3	.....	3	.....	45	45
Milo Mills.....	3	1	1	.....	1	.....	56	56
Penn Yan.....	89	31	29	64	11	787	798
Rushville.....	4	2	1	4	31	31
Seneca Mills.....	4	2	1	2	2	52	54

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Yates County.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.								WEEKLY HOURS OF LABOR.				Chil- dren under 14 yrs.	Illit- erate chil- dren.
Total.	In office, etc.	SHOP FORCE.						NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
		Total.	Men (18 yrs. +).	Youths (16- 18 yrs.)	Boys (14- 16 yrs.)	Women (16 yrs. +).	Girls (14- 16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
832	9	823	571	1	2	248	1	14	26	681	102	.....	.....
11	11	7	.....	.....	4	.....	.....	.....	11	.....	.....	.....
8	8	3	.....	.....	5	.....	.....	.....	8	.....	.....	.....
18	18	9	.....	.....	9	.....	.....	.....	18	.....	.....	.....
29	29	29	.....	.....	.....	.....	.....	.....	29	.....	.....	.....
2	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
42	42	22	.....	.....	20	.....	2	.....	40	.....	.....	.....
2	2	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
9	9	4	.....	.....	5	.....	.....	.....	9	.....	.....	.....
12	12	5	.....	.....	7	.....	.....	.....	12	.....	.....	.....
19	19	9	.....	.....	10	.....	.....	.....	19	.....	.....	.....
32	32	32	.....	.....	.....	.....	.....	.....	14	18	.....	.....
55	55	55	.....	.....	.....	.....	.....	.....	4	51	.....	.....
536	9	527	347	1	2	176	1	12	26	458	31	.....	.....
17	17	10	.....	.....	7	.....	.....	.....	17	.....	.....	.....
40	40	35	.....	.....	5	.....	.....	.....	38	2	.....	.....

TABLE IV.—STATISTICS OF FACTORIES INSPECTED IN

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
ALBANY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-b.....	Cut stone.....	3	3	1	1	31	28	1	.....
3-f.....	Plaster casts and ornaments.....	1	1	1	.....	5	5	.....	.....
4-a.....	Building brick.....	3	3	1	.....	95	95	.....	.....
4-b.....	Terra cotta and fire clay products....	3	3	.....	8	185	193	8	.....
4-c.....	Pottery products.....	2	2	1	.....	5	3	.....	.....
5-a.....	Building glass.....	1	1	.....	.....	12	9	.....	.....
Total.....		13	13	4	9	333	333	9	.....
II. METALS, MACHINES AND CON- VEYANCES.									
1-a.....	Silver and plated ware.....	1	1	1	.....	6	6	.....	.....
1-e.....	Jewelry, gold pens, etc.....	4	4	2	1	18	19	1	1
2-b.....	Copper works.....	1	1	.....	1	10	7	1	.....
2-c.....	Brass and bronze castings.....	2	2	.....	2	42	44	2	.....
2-e.....	Brass and bronze ware not elsewhere specified.....	5	5	2	4	69	66	4	.....
2-f.....	Sheet metal work.....	6	6	2	6	172	161	.....	.....
2-g.....	Metal goods not elsewhere specified...	2	2	2	6	111	117	6	.....
3-b.....	Pig iron (scrap iron).....	1	1	.....	2	100	66	2	.....
3-h.....	Cutlery.....	2	2	2	.....	4	4	.....	.....
3-i.....	Tools and dies.....	6	6	9	1	33	28	1	.....
3-m.....	Metal beds and bed springs.....	1	1	.....	4	49	53	4	.....
3-n.....	Wire work not otherwise specified....	1	1	2	.....	8	4	.....	.....
3-p.....	Wheels and railway equipment.....	1	1	.....	2	93	95	2	.....
3-q.....	Architectural and ornamental iron work.....	3	3	.....	5	185	190	5	.....
3-r.....	Cooking and heating apparatus.....	4	4	3	43	466	509	43	.....
3-t.....	Stationary engines, boilers, etc.....	2	2	.....	.....	58	39	.....	.....
3-u.....	Machinery not otherwise classified....	7	7	4	2	57	59	2	.....
3-v.....	Castings (iron foundry products).....	5	5	.....	6	344	343	6	.....
4-a.....	Telegraphs, telephones and fire alarm apparatus.....	1	1	3	.....	1	1	.....	.....
4-c.....	Dynamos, motors and electrical sup- plies.....	1	1	2	.....	5	5	.....	.....
5-a.....	Carriages, wagons and sleighs.....	17	17	22	6	128	129	6	.....
5-c.....	Cycles.....	1	1	.....	.....	2	2	.....	.....
5-g.....	Railway repair shops.....	4	4	.....	80	2,124	2,204	80	.....
7.....	Agricultural implements.....	1	1	.....	4	150	54	4	.....
8-a.....	Professional and scientific instruments.	2	2	.....	.....	13	13	.....	.....
8-e.....	Scales, meters, phonographs, etc.....	1	1	.....	4	235	239	4	.....
Total.....		82	82	56	179	4,483	4,457	173	.....
III. WOOD MANUFACTURES.									
1.....	Sawmill products.....	3	3	4	.....	12	12	.....	.....
2-a.....	House trim.....	7	7	3	10	172	177	10	.....
2-b.....	Packing boxes, crates, etc.....	3	3	1	2	47	49	2	.....
2-c.....	Cigar and fancy wood boxes.....	3	3	2	2	31	33	2	.....
3.....	Cooperage.....	1	1	.....	1	10	6	1	.....
4-c.....	Wooden tags and novelties.....	1	1	.....	2	77	79	2	.....
4-e.....	Other articles and appliances of wood.	4	4	6	.....	25	25	.....	.....
5-a.....	Furniture and upholstery.....	9	9	8	.....	76	72	.....	.....

FIRST AND SECOND CLASS CITIES: BY INDUSTRIES.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
27	27			27					12	15				
5	5			5							5			
95		95		94	1				20	45	30		1	
185		185		183	2						185			
3	3			3						2	1			
9	9			9						9				
324	44	280		321	3				32	71	221		1	
6	6			6					6					
18	18			16		2				7	11			
6	6			6						6				
42	5	37		42					5	37				
62	8	54		62					2	54	6			
161	29	132		119		2	39	1	24	8	129			
111	5	106		91	1	19				24	87			
64		64		62	2						64			
4	4			4					2		2			
27	27			26			1			4	23			
49		49		41			8				49			
4	4			4							4			
93		93		93						93				
185	6	179		183	2					185				
466	6	120	340	466						396	70			
39	4	35		39						4	35			
57	57			57						37	20			
337	10	327		335	2					337				
1	1			1							1			
5	5			5							5			
123	83	40		123						97	26			
2	2			2							2			
2,124	18	50	2,056	2,121	3					2,056	68			
50		50		50							50			
13	13			13						13				
235		235		230	5					235				
4,284	317	1,336	2,631	4,197	15	23	48	1	39	3,593	652			
12	12			11		1			1		11			
167	38	129		159	8				2	20	145			
47	27	20		43	1	2	1			3	44			
31	31			12		1	18			1	30			
5	5			5						5				
77		77		62		2	13			15	62			
25	25			25						6	19			
72	21	51		39			33			51	21			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
ALBANY—Continued.									
III. WOOD MANUFACTURES— <i>Concl'd.</i>									
5-b.....	Caskets.....	1	1	1	.....	5	3	.....	.....
5-c.....	Store, office and kitchen fixtures.....	2	2	.....	.....	15	15	.....	.....
5-d.....	Mirror and picture frames.....	1	1	.....	.....	14	14	.....	.....
5-e.....	Other cabinet work.....	6	6	3	2	61	59	2	.....
6.....	Pianos, organs, etc.....	2	2	.....	2	37	39	2	.....
Total.....		43	43	28	21	582	583	21	.....
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	3	3	3	.....	11	5	.....	.....
3-b.....	Saddlery and harness.....	4	4	4	.....	9	8	.....	.....
3-d.....	Boots and shoes.....	3	3	2	3	45	48	3	.....
3-g.....	Canvas and sporting goods.....	1	1	1	1	6	7	1	.....
4.....	Rubber and gutta percha goods.....	2	2	2	.....	7	5	.....	.....
5-c.....	Brushes.....	1	1	.....	1	7	8	1	.....
5-d.....	Mattresses, pillows and other articles of hair, feathers, etc.....	1	1	.....	.....	3	2	.....	.....
Total.....		15	15	12	5	88	83	5	.....
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	1	1	.....	.....	3	3	.....	.....
1-b.....	Sodas and other alkalies.....	2	2	.....	5	121	124	5	.....
1-d.....	Other chemicals and drugs.....	2	2	.....	7	81	88	7	.....
2-b.....	Dyes, colors and inks.....	1	1	.....	.....	14	14	.....	.....
4.....	Animal oil products.....	1	1	.....	.....	3	3	.....	.....
5.....	Mineral oil products.....	2	2	.....	7	25	32	7	.....
6.....	Soap, perfumery and cosmetics.....	1	1	2	.....	2	2	.....	.....
7-c.....	Glue, mucilage, etc.....	1	1	.....	.....	10	10	.....	.....
Total.....		11	11	2	19	259	276	19	.....
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	4	4	.....	3	102	105	3	.....
2-b.....	Paper bags and sacks.....	1	1	.....	1	12	13	1	.....
2-c.....	Other paper goods.....	2	2	.....	18	194	212	18	.....
3-a.....	Printing and publishing.....	29	29	16	122	1,460	1,546	122	.....
3-b.....	Bookbinding and blank book making..	7	7	7	1	44	41	1	.....
3-c.....	Lithographing and engraving.....	10	10	3	9	111	117	9	.....
5.....	Photography.....	1	1	1	1	8	9	1	.....
Total.....		54	54	27	155	1,931	2,043	155	3
VIII. TEXTILES.									
2-a.....	Carpets and rugs.....	1	1	.....	.....	2	1	.....	.....
2-b.....	Felt goods.....	1	1	1	.....	36	20	.....	.....
2-c.....	Woolens and worsteds.....	1	1	.....	.....	26	26	.....	.....
4.....	Hosiery and knit goods.....	4	4	.....	6	661	641	6	.....
Total.....		7	7	1	6	725	688	6	.....
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.									
1-a.....	Tailoring.....	36	57	44	7	322	323	7	1
1-b.....	Shirts, collars and cuffs.....	9	10	2	18	1,611	1,629	18
2-a.....	Dressmaking.....	22	23	16	2	302	272	2
2-b.....	Women's white goods.....	1	1	33	33

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Continued.

Albany

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				Un- der 14 yrs.	Illit- erate.
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						
3	3			3							3			
15	15			15						2	13			
14	14			14						14				
57	27	30		56	1				6	21	30			
37	4	33		37					4		33			
562	222	340		481	10	6	65		13	138	411			
5	5			1			4			3	2			
8	8			8					2		6			
45	5	40		22			23			4	41			
6	6			4			2			6				
5	5			5						3	2			
7	7			4	1		2			7				
2	2			2							2			
78	38	40		46	1		31		2	23	53			
3	3			1			2			3				
119	4	115		71	5	15	27	1		119				
81	4	77		73		1	7			12	69			
14	14			10			4			4	10			
3	3			3					3					
25	25			24			1			1	24			
2	2			2							2			
10	10			6		4					10			
257	65	192		190	5	20	41	1	3	139	115			
102	21	81		22		2	76	2		10	92			
12	12			3			9				12			
194		194		114	2		76	2		4	190			
1,424	106	501	817	1,019	19	4	380	2	489	932	3			
40	40			22	1		17		3	37				
108	88	20		66		3	38	1	25	83				
8	8			8							8			
1,888	275	796	817	1,254	22	9	596	7	517	1,066	305			
1	1						1				1			
20		20		11			9				20			
26		26		22			4				26			
635	12	73	550	120			503	12		31	604			
682	13	119	550	153			517	12		31	651			
316	178	138		180	1	2	132	1		118	198			
1,311	8	491	1,112	127		5	1,437	42		140	1,471			
270	96	174		38			232			241	20			
33		33		5			27	1		33				

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
ALBANY—Concluded.									
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.—Concluded.									
3.....	Men's hats and caps.....	5	5	7	.....	24	20	.....	.....
4-a.....	Artificial feathers and flowers.....	2	2	1	1	6	7	1	.....
4-b.....	Millinery.....	24	24	16	2	237	206	2	.....
5-c.....	Umbrellas and parasols.....	1	1	1	1	3	4	1	1
6-a1.....	Laundries (non-Chinese).....	21	21	20	9	359	349	9	.....
6-a2.....	Chinese laundries.....	7	7	.....	.....	12	12	.....	.....
6-b.....	Cleaning and dyeing.....	8	8	7	2	25	25	2	.....
7.....	Clip sorting.....	6	6	4	6	82	86	6	.....
Total.....		162	165	118	48	3,016	2,966	48	2
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	3	3	.....	2	23	25	2	.....
1-c.....	Fruits and vegetables (canning and preserving).....	1	1	2	.....	4	4	.....	.....
1-d.....	Coffee and spice roasting and grinding.	4	4	4	7	32	39	7	.....
2.....	Provisions.....	3	3	1	.....	9	9	.....	.....
4-b.....	Crackers and biscuits.....	1	1	.....	7	45	52	7	.....
4-c.....	Bread and other bakery products.....	79	79	72	6	226	228	6	.....
4-d.....	Confectionery and ice cream.....	22	22	15	2	213	165	2	.....
5-c.....	Mineral and soda water.....	8	8	7	1	23	24	1	.....
5-e.....	Malt liquors.....	10	10	2	41	290	331	41	.....
5-f.....	Vinous and distilled liquors.....	1	1	.....	6	12	18	6	.....
5-g.....	Miscellaneous bottling.....	2	2	2	.....	19	17	.....	.....
6-a.....	Tobacco and snuff.....	2	2	.....	4	97	101	4	.....
6-b.....	Cigars.....	42	42	40	3	378	376	3	.....
Total.....		178	178	145	79	1,371	1,389	79	.....
XI. WATER, LIGHT AND POWER.									
1.....	Water.....	1	1	.....	4	32	36	4	.....
2.....	Gas.....	3	3	.....	2	31	33	2	.....
4.....	Electric light and power.....	2	2	.....	3	43	46	3	.....
5.....	Steam heat and power.....	3	3	.....	.....	3	3	.....	.....
Total.....		9	9	.....	9	109	118	9	.....
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	5	5	.....	.....	33	25	.....	.....
b.....	Paint shops.....	1	1	1	.....	2	2	.....	.....
c.....	Plumbers' shops.....	1	1	.....	1	10	11	1	.....
Total.....		7	7	1	1	45	38	1	.....
Total—Albany.....		581	584	394	531	12,942	12,974	525	6
BUFFALO.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	1	1	.....	1	8	9	1	.....
1-b.....	Cut stone.....	4	4	.....	2	347	299	2	.....
1-c.....	Hones, slates, mosaics, etc.....	1	1	.....	.....	20	20	.....	.....
2-a.....	Asbestos, graphite, etc.....	2	2	1	.....	12	11	.....	.....
2-b.....	Abrasives.....	2	2	.....	1	10	11	1	.....
3-a.....	Asphalt.....	3	3	6	190	173	6
3-b.....	Cement and lime.....	1	1	3	230	173	3
3-c.....	Plaster (wall and land).....	4	4	1	48	49	1

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Continued.

Albany-Buffalo.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
20	20			8			12			8	12			
6	6					1	4	1		6				
204	93	111					201	3		102	102			
3	3			1			2			3				
340	135	205		77	1	3	243	16		8	332			
12	12			12							12			
23	23			20		1	2			1	22			
80	32	48		40			40				80			
2,918	606	1,200	1,112	508	2	12	2,332	64		660	2,258			
23	23			23							23			
4	4			4							4			
32	32			29			3		16	5	11			
9	9			9							9			
45		45		36			9				45			
222	176	46		165	1	2	53	1	4	1	213	4	1	
163	66	97		97		1	61	4		44	119			
23	23			23							23			
290	21	269		290						277	13			
12	12			12							12			
17	17			17							17			
97		97		57	7	3	30		40	57				
373	145	228		262	4	4	98	5	274	51	48			
1,310	528	782		1,024	12	10	254	10	334	435	537	4	1	
32		32		32					32					
31	6	25		31							25	6		
43	7	36		43					43					
3	3			3							2	1		
109	16	93		109					75		27	7		
25	25			25					25					
2	2			2							2			
10	10			10					10					
37	37			37					35		2			
12,449	2,161	5,178	5,110	8,320	70	80	3,884	95	1,050	6,156	5,232	11	2	
8	8			8							8			
297	7	90	200	225	3		68	1	57	240				
20		20		20						20				
11	11			7			4			11				
10	10			10						8	2			
167	12	155		167							167			
170		170		170							170			
48	48			48							48			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
BUFFALO—Continued.									
I. STONE, CLAY AND GLASS PRODUCTS— Concluded.									
3-d.....	Sifted sand and mortar.....	1	1	.....	2	15	12	2	.....
3-e.....	Artificial stone.....	2	2	.....	2	32	12	2	.....
4-a.....	Building brick.....	5	5	2	1	377	378	1	.....
4-b.....	Terra cotta and fire clay products.....	1	1	.....	4	50	54	4	.....
4-c.....	Pottery products.....	1	1	.....	4	203	207	4	.....
5-a.....	Building glass.....	7	7	4	5	105	88	5	.....
5-b.....	Beveled glass and mirrors.....	3	3	6	3	87	70	3	.....
5-c.....	Pressed, blown and cut glassware.....	2	2	1	.....	96	85	.....	.....
Total.....		40	40	14	35	1,830	1,651	35	.....
II. METALS, MACHINES AND CON- VEYANCES.									
1-e.....	Jewelry, gold pens, etc.....	16	14	11	30	354	355	25	.....
2-a.....	Smelting and refining.....	2	2	.....	5	292	257	5	.....
2-b.....	Copper work.....	6	6	3	16	406	422	16	.....
2-c.....	Brass and bronze castings.....	6	6	7	2	54	41	2	.....
2-d.....	Gas and electric fixtures.....	2	2	.....	.....	9	9	.....	.....
2-e.....	Brass and bronze ware.....	8	8	4	8	79	81	8	.....
2-f.....	Sheet metal work.....	32	32	19	73	1,821	1,784	69	.....
2-g.....	Metal goods not elsewhere specified.....	15	14	10	11	140	148	11	.....
3-b.....	Pig iron.....	4	4	1	21	953	829	21	.....
3-c.....	Rolling mills and steel works.....	4	4	2	15	282	297	15	.....
3-d.....	Bridges and structural iron.....	6	6	5	53	419	466	53	.....
3-g.....	Hardware.....	14	14	11	46	266	306	46	.....
3-h.....	Cutlery.....	2	2	2	.....	6	6	.....	.....
3-i.....	Tools and dies.....	12	12	12	29	444	473	29	.....
3-k.....	Firearms.....	1	1	.....	2	2	4	2	.....
3-m.....	Metal beds and bed springs.....	4	4	3	34	417	451	34	.....
3-n.....	Wire work.....	7	7	4	10	164	169	10	.....
3-p.....	Car wheels and railway equipment.....	8	8	10	124	1,327	1,402	124	.....
3-q.....	Architectural and ornamental iron work.....	2	2	.....	2	57	59	2	.....
3-r.....	Cooking and heating apparatus.....	10	10	5	57	2,260	2,261	56	.....
3-s.....	Typewriting and registering machines.....	2	2	1	.....	17	17	.....	.....
3-t.....	Stationary engines, boilers, etc.....	18	18	17	137	1,859	1,897	137	.....
3-u.....	Machinery not otherwise classified.....	50	50	44	174	2,167	2,162	174	.....
3-v.....	Castings.....	15	14	9	59	2,972	2,806	59	.....
4-a.....	Telegraph, telephone and fire alarm ap- paratus.....	4	4	.....	17	151	168	17	.....
4-c.....	Dynamos, motors and electrical sup- plies.....	7	7	2	20	129	149	20	.....
5-a.....	Carriages, wagons and sleighs.....	32	31	24	3	280	255	3	.....
5-b.....	Blacksmithing and wheelwrighting.....	1	1	.....	1	11	12	1	.....
5-c.....	Cycles.....	5	5	5	5	40	43	5	.....
5-d.....	Motor vehicles.....	20	19	10	38	1,828	1,610	38	.....
5-e.....	Cars.....	3	3	.....	34	1,532	1,566	34	.....
5-g.....	Railway repair shops.....	7	7	.....	68	2,656	2,724	68	.....
6.....	Boat and shipbuilding.....	2	2	1	5	907	512	5	.....
7.....	Agricultural implements.....	6	6	3	106	1,028	959	106
8-a.....	Professional and scientific instruments.....	2	2	5	50	55	5

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Continued.

Buffalo.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illiterate.
10	10			10							10			
10	10			10						10				
377		377		339	25	13			75	302			5	
50		50		50							50			
203			203	93	12	5	87	6		203				
83	39	44		51	1		31		3	80				
67	5	62		64	2	1				34	33			
85		85		74	3		8			41	44			
1,616	160	1,053	403	1,346	46	19	198	7	135	949	532		5	
330	101	229		253	22	14	41			330				
252	12		240	252							252			
406	11	395		331	18	4	53		3	37	366		1	1
39	39			36	2	1				1	38			
9	9			7	1	1				6	3			
73	43	30		68	3	2			32	25	16			
1,715	118	656	941	1,271	259	21	163	1	334	173	1,208			
137	92	45		101	10	3	20	3		34	103			
808	3	80	725	803	5				3		80	725		
282	2	280		282						2	280			
413	19	394		393	16	4				128	285			
260	45	215		239	18	3				61	199			
6	6			5		1				6				
444	41	175	228	356	69	3	16			36	408			
2	2			2						2				
417	16	182	219	302	21	2	92			101	316			
159	32	127		107	8	7	37			42	117			
1,278		576	702	1,276	2					350	928			
57		57		57							57			
2,205	39	150	2,016	2,170	34	1			8	89	2,108			
17	17			9	3		5		7		10			
1,760	74	511	1,175	1,727	32	1				242	1,518			
1,988	221	764	1,003	1,852	110	13	12	1		1,145	843			
2,747	20	615	2,112	2,644	42	5	56		25	27	1,358	1,297		
151	14	137		123	26		2		3	22	126			
129	30	99		123	6				8	58	63			
252	186	66		249	2		1		6	13	233			
11	11			11							11			
38	13	25		36		2			2		36			
1,572	63	323	1,186	1,459	83	2	28			29	1,543			
1,532		110	1,422	1,471	35	6	20			1,332	200			
2,656		275	2,381	2,485	171				707	675	1,274			
507	7		500	507						507				
853	17	30	806	827	25		1			2	851			
50	5	45		41	1	6	2			45	5			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
BUFFALO—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Concluded.									
8-b....	Optical and photographic apparatus..	4	4	3	10	79	89	10	.....
8-c....	Lamps, reflectors, stereopticons, etc...	1	1	.....	7	111	118	7	.....
8-e....	Scales, meters, phonographs, etc.....	4	4	1	16	140	155	16	.....
Total.....		344	338	229	1,243	25,709	25,117	1,233	.....
III. WOOD MANUFACTURES.									
2-a....	House trim.....	26	25	19	90	2,093	2,132	90	.....
2-b....	Packing boxes, crates, etc.....	7	7	3	10	320	330	10	.....
2-c....	Cigar and fancy wood boxes.....	9	9	8	5	318	310	5	.....
3.....	Cooperage.....	17	16	7	6	366	324	6	.....
4-c....	Wooden toys and novelties.....	6	6	8	1	32	28	1	.....
4-e....	Other articles and appliances of wood.	17	17	11	24	406	419	24	.....
5-a....	Furniture and upholstery.....	24	24	12	37	1,329	1,328	36	.....
5-b....	Caskets.....	3	3	4	2	56	51	2	.....
5-c....	Store, office and kitchen fixtures.....	9	8	3	21	636	654	21	.....
5-d....	Mirror and picture frames.....	7	7	6	.....	136	83	.....	.....
5-e....	Other cabinet work.....	5	5	1	9	257	266	9	.....
6.....	Pianos, organs, etc.....	6	6	1	11	336	347	11	.....
7-c....	Brooms.....	1	1	1	.....	5	5	.....	.....
Total.....		137	134	84	216	6,290	6,277	215	.....
IV. LEATHER AND RUBBER GOODS.									
1.....	Leather.....	6	5	3	18	760	745	16	.....
2.....	Furs and fur goods.....	7	7	5	1	69	54	1	.....
3-a....	Belting, washers, etc.....	4	4	5	8	62	64	8	.....
3-b....	Saddlery and harness.....	12	12	7	17	243	247	17	.....
3-c....	Traveling bags and trunks.....	5	5	.....	3	138	132	3	.....
3-d....	Boots and shoes.....	18	18	15	24	600	598	24	.....
3-e....	Gloves and mittens.....	5	5	6	25	114	103	25	.....
3-f....	Fancy leather goods.....	5	5	4	5	258	260	5	.....
3-g....	Canvas and sporting goods.....	3	3	1	1	41	38	1	.....
4.....	Rubber and gutta percha goods.....	5	5	2	18	473	481	18	.....
5-b....	Articles of horn, bone, hair, etc.....	1	1	.....	4	127	131	4	.....
5-c....	Brushes.....	3	3	.....	.....	12	12	.....	.....
5-d....	Mattresses, pillows, etc.....	6	6	3	3	57	60	3	.....
Total.....		80	79	51	127	2,954	2,925	125	.....
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a....	Proprietary medicines.....	10	10	7	86	337	345	80	.....
1-d....	Other chemicals and drugs.....	5	5	2	38	452	490	38	.....
2-a....	Paint, varnish, etc.....	7	7	2	14	193	196	14	.....
2-b....	Dyes, colors and inks.....	6	6	2	29	221	237	29	.....
2-c....	Lead pencils and crayons.....	1	1	.....	4	7	11	4	.....
3.....	Wood alcohol and essential oils.....	9	9	6	26	532	421	36	.....
4.....	Animal oil products.....	7	7	3	12	39	51	12	.....
5.....	Mineral oil products.....	5	5	1	9	197	206	9	.....
6.....	Soap, perfumery and cosmetics.....	9	9	4	735	1,701	2,433	735	.....
7-c....	Glue, mucilage, etc.....	4	4	6	3	47	49	3
7-d....	Fertilizers.....	1	1	22	190	172	22
Total.....		64	64	33	978	3,916	4,611	982

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Continued.

Buffalo.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
79	11	68	.....	78	1	.....	.....	.....	4	75	.....	.....	.....	.....
111	.....	111	.....	110	.....	.....	.....	1	.....	1	110	.....	.....	.....
139	8	131	.....	139	.....	.....	.....	.....	.....	23	116	.....	.....	.....
23,884	1,327	6,901	15,656	22,202	1,025	102	549	6	1,142	5,619	15,101	2,022	1	1
2,042	50	1,294	698	1,896	117	29	.....	.....	7	335	1,700	.....	.....	.....
320	17	303	.....	273	32	13	2	.....	14	8	298	.....	.....	.....
305	37	268	.....	44	9	6	238	8	.....	12	293	.....	.....	.....
318	73	245	.....	288	22	8	.....	.....	12	105	201	.....	.....	.....
27	27	.....	.....	19	5	1	2	.....	19	8	.....	.....	.....	.....
395	117	28	250	316	30	16	33	.....	.....	307	88	.....	2	.....
1,292	84	753	455	1,073	161	37	21	.....	2	69	1,221	.....	.....	.....
49	6	43	.....	44	2	.....	3	.....	.....	.....	49	.....	.....	.....
633	14	187	432	548	72	13	.....	.....	.....	39	594	.....	.....	.....
83	35	48	.....	68	3	1	11	.....	.....	19	64	.....	.....	.....
257	21	236	.....	238	12	7	.....	.....	.....	236	21	.....	.....	.....
336	21	315	.....	300	14	4	18	.....	.....	11	325	.....	.....	.....
5	5	.....	.....	5	.....	.....	.....	.....	.....	5	.....	.....	.....	.....
6,062	507	3,720	1,835	5,112	479	135	328	8	54	1,154	4,854	.....	2	.....
729	9	180	540	626	40	3	60	.....	.....	33	696	.....	.....	.....
53	33	20	.....	16	2	.....	35	.....	.....	53	.....	.....	.....	.....
56	26	30	.....	27	11	6	11	1	.....	32	24	.....	.....	.....
230	70	160	.....	168	20	3	38	1	5	7	218	.....	.....	.....
129	8	121	.....	86	17	6	20	.....	.....	6	123	.....	.....	.....
574	62	270	242	304	41	18	206	5	1	46	527	.....	.....	.....
78	26	52	.....	33	.....	.....	43	2	.....	42	36	.....	.....	.....
255	20	235	.....	66	12	10	164	3	.....	80	175	.....	.....	.....
37	11	26	.....	19	.....	1	17	.....	1	7	29	.....	.....	.....
463	8	175	280	378	3	1	80	1	20	62	381	.....	.....	.....
127	.....	127	.....	70	2	2	53	.....	.....	.....	127	.....	.....	.....
12	12	.....	.....	9	2	1	.....	.....	.....	7	5	.....	.....	.....
57	57	.....	.....	20	.....	.....	33	4	16	20	21	.....	.....	.....
2,800	342	1,396	1,062	1,822	150	51	760	17	43	395	2,362	.....	.....	.....
265	51	214	.....	55	7	.....	203	.....	14	251	.....	.....	.....	.....
452	27	.....	425	440	.....	2	10	.....	9	205	238	.....	.....	.....
182	11	171	.....	137	6	8	31	.....	.....	60	122	.....	.....	.....
208	21	187	.....	174	6	.....	28	.....	.....	30	178	.....	.....	.....
7	7	.....	.....	3	.....	2	2	.....	.....	7	.....	.....	.....	.....
385	36	349	.....	374	.....	.....	11	.....	53	15	243	74	.....	.....
39	39	.....	.....	34	.....	.....	5	.....	.....	6	83	.....	.....	.....
197	16	181	.....	195	.....	.....	2	.....	.....	181	16	.....	.....	.....
1,698	32	109	1,557	1,121	42	17	515	3	.....	1,426	272	.....	.....	.....
46	13	33	.....	38	.....	.....	8	.....	3	9	34	.....	.....	.....
150	.....	150	.....	150	.....	.....	.....	.....	.....	150	.....	.....	.....	.....
3,629	253	1,394	1,982	2,721	61	29	815	3	79	2,340	1,136	74	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
BUFFALO—Continued.									
VI. PAPER AND PULP.									
1.....	Sorting waste paper.....	1	1	.....	.....	31	31	.....	.....
2-c.....	Paper mills.....	1	1	.....	3	21	24	3	.....
Total.....		2	2	.....	3	52	55	3	.....
VII. PRINTING AND PAPER GOODS.									
1.....	Type and printers' materials.....	1	1	1	.....	3	3	.....	.....
2-a.....	Paper boxes and tubes.....	11	10	5	27	1,500	1,511	27	.....
2-c.....	Other paper goods.....	4	4	1	4	172	142	4	.....
3-a.....	Printing and publishing.....	79	77	68	380	2,245	2,498	372	.....
3-b.....	Bookbinding and blank book making..	6	6	7	1	86	77	1	.....
3-c.....	Lithographing and engraving.....	11	11	5	59	875	906	59	.....
3-d.....	Games and novelties.....	1	1	.....	2	42	44	2	.....
4.....	Wall paper.....	1	1	.....	22	228	250	22	.....
Total.....		114	111	87	495	5,151	5,431	487	.....
VIII. TEXTILES.									
1.....	Silk and silk goods.....	3	3	.....	1	315	316	1	.....
2-a.....	Carpets and rugs.....	2	2	4	5	36	36	5	.....
3.....	Cotton goods.....	1	1	1	.....	7	3	.....	.....
4.....	Hosiery and knit goods.....	1	1	1	1	20	21	1	.....
5-a.....	Dyeing, finishing, etc.....	1	1	1	.....	4	4	.....	.....
6.....	Flax, hemp and jute manufactures....	2	2	1	4	32	36	4	.....
Total.....		10	10	8	11	414	416	11	.....
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	160	160	108	53	2,214	2,130	53	.....
1-b.....	Shirts, collars and cuffs.....	6	6	5	5	187	179	5	.....
2-a.....	Dressmaking.....	43	43	30	16	1,034	927	16	.....
2-b.....	Women's white goods.....	1	1	.....	4	51	55	4	.....
2-e.....	Corsets, garters, etc.....	1	1	1	.....	3	3	.....	.....
3.....	Men's hats and caps.....	8	8	3	3	120	119	3	.....
4-a.....	Artificial feathers and flowers.....	1	1	1	.....	9	9	.....	.....
4-b.....	Millinery.....	34	34	25	1	483	383	1	.....
5-a.....	Curtains, embroideries, etc.....	2	2	.....	.....	9	6	.....	.....
5-b.....	Quilts, comfortables, etc.....	1	1	.....	1	10	11	1	.....
5-c.....	Umbrellas and parasols.....	1	1	1	.....	2	2	.....	.....
6-a1....	Laundries (non-Chinese).....	29	29	14	55	1,048	1,083	55	.....
6-a2....	Chinese laundries.....	9	9	8	.....	15	14	.....	.....
6-b.....	Cleaning and dyeing.....	9	9	11	.....	61	48	.....	.....
7.....	Clip sorting.....	18	18	5	31	468	432	31	.....
Total.....		323	323	213	169	5,714	5,401	169	.....
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	18	18	8	43	902	885	43	.....
1-c.....	Fruits and vegetables (canning and pre- serving).....	1	1	1	.....	2	2	.....	.....
1-d.....	Coffee and spice roasting and grinding.	8	8	3	.....	40	40	.....	.....
1-e.....	Groceries not otherwise specified.....	2	2	.....	8	27	35	8	.....
2.....	Provisions.....	20	19	4	120	1,323	1,359	120	.....
3.....	Dairy products.....	3	3	2	1	12	13	1	.....
4-a.....	Macaroni and other food pastes.....	5	5	3	42	35
4-b.....	Crackers and biscuits.....	4	4	2	19	246	265	19

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Buffalo.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						
31 21		31 21		16 19	2		13 2			21	31			
52		52		35	2		15			21	31			
3 1,484 138 2,126	3 34 26 410	576 112 951	874 765	175 31 1,666	30 3 120	5 1 44	1,251 103 293	23 3	2 798	218 26 1,281	3 112 47		1	
76 847 42 228	49 33	27 814 42		20 603 12 203	7 34 25	3 6	46 202 30	2	76 696 30		12 228			
4,944	555	2,522	1,867	2,713	219	59	1,925	28	981	2,297	1,666		1	
315 31 3	10 2 3	102 29	203	23 18	6	5 2	274 11 3	7		2	315 29 3			
20 4 32		20		5 3 27			15 3			20 4 29				
405	22	180	203	76	7	9	306	7	3	55	347			
2,077 174 911 51	706 42 226	1,169 132 685 51	202	826 20 98 5	33 2 2	17 2 1	1,179 151 804 46	22 1 6	184 116	1,706 174 791 51	187 4			
3 116 9 382	3 59 9 187		57 195	57 26	3 1	1	3 54 4 352	1 4 3		3 112 9 362	4 20			
6 10 2 1,028	6 10 2			3 8			3 2 1 843	1 4 3		6 10 2 324		10 677		
14 48 401	14 48 85			13 26 130			1 21 268		1 9 20		8 15 221	5		
5,232	1,526	3,504	202	1,390	48	22	3,732	40	357	3,724	1,146	5		
842 2 40 27	69 2 40 5	773		613 1 21 5	2 1 1		225 18 21	2 1	4 2 27	1 18	757 20	80		
1,239 12 35 246	62 12 35 6	296	881	1,132 4 34 106	35 2 1 2	1 1	71 5 138			642 10 6	597 2 240			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
BUFFALO—Concluded.									
X. FOODS, LIQUORS AND TOBACCO— Concluded.									
4-c.....	Bread and other bakery products.....	153	151	123	26	887	906	26	.....
4-d.....	Confectionery and ice cream.....	21	20	15	26	913	762	26	.....
5-a.....	Artificial ice.....	1	1	.....	2	14	16	2	.....
5-b.....	Cider, grape juice, etc.....	1	1	.....	1	11	12	1	.....
5-c.....	Mineral and soda waters.....	7	7	5	10	45	48	9	.....
5-d.....	Malt.....	12	12	6	7	183	187	7	.....
5-e.....	Malt liquors.....	35	29	7	57	682	739	57	.....
5-f.....	Vinous and distilled liquors.....	8	8	6	19	40	59	19	.....
6-b.....	Cigars.....	44	44	33	2	396	385	2	.....
6-c.....	Cigarettes.....	3	3	2	.....	10	10	.....	.....
Total.....		346	336	220	341	5,775	5,758	340	.....
XI. WATER, LIGHT AND POWER DIS- TRIBUTION.									
2.....	Gas.....	1	1	.....	5	170	175	5	.....
4.....	Electric light and power.....	3	3	.....	1	12	13	1	.....
6.....	Garbage disposal, etc.....	1	1	.....	.....	12	12	.....	.....
Total.....		5	5	.....	6	194	200	6	.....
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	1	1	1	2	10	12	2	.....
b.....	Paint shops.....	1	1	.....	.....	7	7	.....	.....
c.....	Plumbers' shops.....	1	1	1	2	3	5	2	.....
Total.....		3	3	2	4	20	24	4	.....
Total—Buffalo.....		1,468	1,445	941	3,628	58,019	57,866	3,610	.....
NEW YORK CITY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	3	3	.....	.....	27	27	.....	.....
	b.....	2	2	.....	.....	24	24	.....	.....
	d.....	1	1	.....	.....	3	3	.....	.....
1-b.....	Cut stone.....	155	151	58	155	5,217	4,547	155	1
	a.....	80	78	44	115	2,905	2,484	115	.....
	b.....	51	49	14	24	1,220	1,076	24	.....
	c.....	23	23	.....	16	1,080	975	16	1
	d.....	1	1	.....	.....	12	12	.....	.....
1-c.....	Hones, slates, mosaics, etc.....	12	12	3	6	191	118	6	.....
	a.....	8	8	2	6	121	71	6	.....
	b.....	3	3	1	.....	76	46	.....	.....
	c.....	1	1	.....	.....	2	2	.....	.....
2-a.....	Asbestos, graphite, etc.....	32	31	9	83	1,330	1,312	73	4
	a.....	22	21	9	55	431	411	45	.....
	b.....	8	8	.....	28	841	871	28	4
	c.....	2	2	.....	.....	42	32	.....	.....
2-b.....	Abrasives.....	3	3	.....	5	80	85	5	.....
	a.....	1	1	.....	.....	8	8	.....	.....
	b.....	2	2	.....	5	72	77	5	.....
3-a.....	Asphalt.....	13	11	.....	24	656	553	24	.....
	a.....	2	2	.....	5	63	19	5	.....
	b.....	6	6	.....	12	177	144	12	.....

Continued.

Buffalo-New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				Under 14 yrs.	Illiterate.
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
880	394	213	273	648	23	3	206		2	65	813			
736	83	653		229	4	2	499	2	5	34	697			
14	14			14								14		
11	11			8	1		2				11			
39	17	22		33	1		5		2	29	8			
180	79	101		180						86	94			
682	134	548		671	8	1	2			611	71			
40	40			36	1		3		15	8	17			
383	187	196		302	18	17	46		380	2	1			
10	10			6			4			6	4			
5,418	1,200	3,064	1,154	4,043	100	25	1,245	5	437	1,518	3,369	94		
1170		170		170								170		
12	12			12							6	6		
12	12			12					12					
194	24	170		194					12		6	176		
10	10			8	2					10				
7	7			7						7				
3	3			3							3			
20	20			18	2					17	3			
54,256	5,936	23,956	24,364	41,672	2,139	451	9,873	121	3,243	18,089	30,553	2,371	8	2
27	27			27					8	16	3			
24	24			24					8	16				
3	3			3							3			
4,392	688	2,948	756	4,362	27		3		3,910	447	25			
2,399	405	1,408	556	2,353	13		3		2,167	170	23			
1,052	202	650	200	1,038	14				814	226	12			
959	69	890		959					917	42				
12	12			12					12					
112	71	41		95	6		11		62	50			1	
65	65			53	3		9		40	25			1	
45	4	41		42	3				20	25				
2	2						2		2					
1,240	146	424	670	843	47		345	5	35	474	731			
365	98	267		176	8		180	1	35	317	13			
843	41	132	670	643	36		160	4		150	693			
32	7	25		24	3		5			7	25			
80	14	66		68	10	2				9	71			
8	8			8						8				
72	6	66		60	10	2				1	71			
529	41	488		529						41	388	100		
14	14			14						6	8			
132	27	105		132						35	97			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.		
					Office help.	Shop force.		Total.	14-16 yrs. of age.	
NEW YORK CITY—Continued.										
I. STONE, CLAY AND GLASS PRODUCTS —Concluded.										
		c	4	2		7	305	282	7	
		d	1	1			108	108		
3-c.....	Plaster (wall and land).....		7	6		10	660	660	10	1
		a	1	1		2	75	77	2	
		b	3	3		2	109	101	2	
		c	1	1		2	100	102	2	1
		d	2	1		4	376	380	4	
3-d.....	Sifted sand and mortar.....		2	2	1		8	8		
		a	1	1	1		4	4		
		b	1	1			4	4		
3-e.....	Artificial stone.....		14	14	2	2	237	173	2	
		a	9	9	2	1	125	113	1	
		b	3	3		1	89	45	1	
		c	1	1			18	10		
		d	1	1			5	5		
3-f.....	Plaster casts and ornaments.....		81	79	29	41	985	762	41	
		a	75	73	25	41	957	738	41	
		b	6	6	4		28	24		
4-a.....	Building brick.....		5	5		3	370	368	3	
		a	1	1			7	7		
		d	4	4		3	363	361	3	
4-b.....	Terra cotta and fire clay products....		25	25	4	48	1,032	1,041	48	
		a	16	16	4	25	213	207	25	
		b	7	7		9	214	221	9	
		c	1	1		10	200	207	10	
		d	1	1		6	400	406	6	
4-c.....	Pottery products.....		32	32	9	58	926	735	59	
		a	21	21	7	49	389	379	49	
		b	8	8	1	9	496	319	10	
		c	2	2	1		26	26		
		d	1	1			15	11		
5-a.....	Building glass.....		50	49	20	53	729	712	53	
		a	29	29	10	40	510	509	40	
		b	20	19	10	12	206	189	12	
		c	1	1		1	13	14	1	
5-b.....	Beveled glass and mirrors.....		37	37	12	71	1,132	1,162	71	
		a	31	31	10	67	912	942	67	
		b	6	6	2	4	220	220	4	
5-c.....	Pressed, blown and cut glassware.....		68	67	36	75	2,096	2,040	75	1
		a	45	44	23	58	766	756	58	
		b	21	21	13	12	1,134	1,098	12	
		c	2	2		5	196	186	5	1
5-d.....	Bottles and jars.....		10	9	4	5	579	458	5	
		a	6	6	4	1	90	91	1	
		b	3	2		2	364	240	2	
		c	1	1		2	125	127	2	
Total—Group I			549	536	187	639	16,263	14,762	630	7

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
275		275		275							176	100		
108		108		108							108			
650	29	245	376	628	5		17				650			
75		75		75							75			
99	29	70		99							99			
100		100		100							100			
376			376	354	5		17				376			
8	8			7		1					8			
4	4			4							4			
4	4			3		1					4			
171	106	65		171					62	29	80			
112	47	65		112					67	5	50			
44	44			44					5	9	30			
10	10			10						10				
5	5			5						5				
721	369	352		687	26	1	7		465	106	150		2	
697	345	352		663	26	1	7		441	106	150		2	
24	24			24					24					
365	7	358		365							365			
7	7			7							7			
358		358		358							358			
993	121	472	400	884	11	10	83	5	55	791	147			1
184	94	90		104	7	5	63	5	55	99	30			1
212	27	185		189	3		20			95	117			
197		197		191	1	5				197				
400			400	400						400				
676	146	530		476	3	2	191	4	44	331	301			
330	127	203		264	2	1	62	1	40	163	127			
309	6	303		194		1	111	3		144	165			
26	2	24		11	1		14			24	2			
11	11			7			4		4		7			
659	307	352		602	14	9	33	1	221	387	51			
489	175	294		426	5	6	31	1	133	307	29			
177	119	58		166	6	3	2		75	80	22			
13	13			10	3				13					
1,091	236	855		984	20	5	72		132	936	23			
875	208	667		815	15	5	40		96	756	23			
216	28	188		179	5		32		36	180				
1,965	327	1,154	484	1,701	66	50	141	7	597	565	803			
698	259	439		677	24	8	88	1	198	233	267			
1,086	68	534	484	977	25	31	47	6	223	332	531			
181		181		147	17	11	6		176		5			
453	43	410		380	45	11	17		5	410	38		4	
90	43	47		65	4	4	17		5	47	38			
238		238		200	32	6				238			4	
125		125		115	9	1				125				
14,132	2,686	8,760	2,686	12,819	280	91	920	22	5,596	4,592	3,844	100	7	1

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CON- VEYANCES.									
1-a.....	Silver and plated ware.....	69	67	37	276	2,940	2,723	276	
	a	59	57	31	263	2,457	2,270	263	
	b	10	10	6	13	483	453	13	
1-b.....	Gold and silver refining.....	13	13	4	7	70	71	5	
	a	10	10	4	7	52	53	5	
	b	3	3			18	18		
1-c.....	Gold, silver and aluminum leaf	23	23	14	17	251	263	17	
	a	12	12	7	17	178	195	17	
	b	11	11	7		73	68		
1-d.....	Gold and silver watch cases.....	14	14	11	13	363	376	13	
	a	11	11	11	6	47	53	6	
	b	3	3		7	316	323	7	
1-e.....	Jewelry, gold pens, etc.....	355	355	229	397	4,582	4,471	391	
	a	339	339	223	388	4,144	4,045	382	
	b	16	16	6	9	438	426	9	
1-f.....	Lapidary work.....	118	118	90	123	1,293	1,243	116	
	a	115	115	90	121	1,188	1,141	114	
	b	3	3		2	105	102	2	
2-a.....	Smelting and refining.....	33	29	5	85	1,564	1,635	85	
	a	19	19	2	67	268	326	67	
	b	7	7	3	2	62	64	2	
	c	6	2		13	1,174	1,182	13	
	d	1	1		3	60	63	3	
2-b.....	Copper work.....	35	35	19	7	445	362	7	
	a	23	23	14	7	321	242	7	
	b	11	11	4		123	119		
	d	1	1	1		1	1		
2-c.....	Brass and bronze castings.....	41	41	28	18	834	790	18	
	a	22	22	18	16	493	491	16	
	b	17	17	7	2	188	183	2	
	c	2	2	3		153	116		
2-d.....	Gas and electric fixtures.....	85	83	30	204	3,159	3,080	200	
	a	71	69	27	182	2,452	2,377	178	
	b	13	13	3	22	484	485	22	
	c	1	1			223	218		
2-e.....	Brass and bronze ware not elsewhere specified.....	232	231	116	346	6,265	6,283	344	
	a	187	186	96	315	4,784	4,818	313	
	b	43	43	20	28	1,443	1,428	28	
	c	2	2		3	38	37	3	
2-f.....	Sheet metal work.....	359	358	145	483	12,817	11,708	482	
	a	252	252	113	283	3,874	3,526	283	
	b	100	100	32	167	5,701	4,997	166	
	c	7	6		33	3,242	3,185	33	
2-g.....	Metal goods not elsewhere specified..	181	181	100	169	4,024	3,757	169	2
	a	139	139	79	116	2,860	2,685	116	
	b	39	39	20	53	1,138	1,046	53	2
	c	1	1			18	18		
	d	2	2	1		8	8		

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
2,447	310	893	1,244	2,102	48	29	266	2	29	1,577	841			1
2,007	279	775	953	1,735	34	26	210	2	27	1,472	608			1
440	31	118	291	367	14	3	56		2	105	333			
66	42	24		66					6	54	6			
48	24	24		48					6	39	3			
18	18			18						15	3			
246	133	113		167	3		75	1	90	95	61			
178	85	93		128			50		86	69	23			
68	48	20		39	3		25	1	4	26	38			
363	47	316		331	4	2	26		7	103	253			
47	47			39			8		7	40				
316		316		292	4	2	18			63	253			
4,089	1,493	2,022	565	3,434	131	84	411	20	311	3,081	688			
3,663	1,429	1,699	565	3,095	122	75	352	19	207	2,855	601			
417	64	353		339	9	9	59	1	104	226	87			
1,127	490	637		1,014	21	10	81	1	503	624				
1,027	475	552		914	21	10	81	1	433	594				
100	15	85		100					70	30				
1,550	113	271	1,166	1,543	1		5	1	65	1,264	161	60		
259	69	190		259					65	79	115			
62	41	21		55	1		5	1		19	43			
1,139	3		1,166	1,169						1,166	3			
60		60		60								60		
355	202	153		347	7	1			99	205	51			
235	107	128		233	2				97	101	37			
119	94	25		113	5	1			2	103	14			
1	1			1						1				
772	228	219	325	717	51	2	2		177	204	391			
475	125	25	325	429	45	1			9	114	352			
181	98	83		174	5		2		57	85	39			
119	5	111		114	1	1			111	5				
2,880	305	1,582	993	2,616	149	40	74	1	227	2,158	495			
2,199	249	1,175	775	2,011	137	29	22		9	1,871	319			
463	56	407		423	9	7	24			287	176			
218			218	182	3	4	28	1	218					
5,935	1,041	2,959	1,939	4,928	235	62	691	23	135	4,006	1,798		2	
4,505	861	1,705	1,939	3,888	183	28	401	5	103	3,620	782			
1,400	169	1,231		1,010	49	33	290	18	32	375	993		2	
34	11	23		30	3	1				11	23			
11,226	1,696	3,064	6,466	8,863	523	100	1,680	60	1,776	1,762	7,688		3	
3,243	1,188	1,754	301	3,038	70	18	112	5	1,134	499	1,610			
4,831	506	1,134	3,191	3,483	302	41	994	11	491	1,151	3,189		3	
3,152	2	176	2,974	2,342	151	41	574	44	151	112	2,889			
3,588	906	1,632	1,050	2,828	159	31	555	15	187	1,609	1,492	300	1	
2,599	657	1,387	525	1,943	122	16	478	10	118	1,209	1,242		1	
993	223	245	525	865	36	14	73	5	69	380	244	300		
18	18			12	1	1	4			18				
8	8			8						2	6			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Continued.									
3-b.....	Pig iron.....	2	2	1	3	24	27	3	.....
	a	1	1	.....	3	18	21	3	.....
	b	1	1	1	.....	6	6	.....	.....
3-c.....	Rolling mills and steel works.....	20	20	6	72	1,448	1,481	72	.....
	a	14	14	5	27	831	842	27	.....
	b	5	5	.....	52	603	625	52	.....
	c	1	1	1	.....	14	14	.....	.....
3-d.....	Bridges and structural iron.....	34	34	6	92	1,783	1,736	91	2
	a	24	24	4	37	419	397	36	.....
	b	7	7	2	15	674	609	15	.....
	c	2	2	.....	21	99	120	21	.....
	d	1	1	.....	19	591	610	19	1
3-g.....	Hardware not elsewhere specified.....	55	54	27	136	1,387	1,475	136	.....
	a	38	38	18	128	951	1,054	128	.....
	b	17	16	9	8	436	421	8	.....
3-h.....	Cutlery.....	34	34	20	46	355	364	37	.....
	a	29	29	18	45	275	285	36	.....
	b	5	5	2	1	80	79	1	.....
3-i.....	Tools and dies.....	86	86	65	47	824	799	45	.....
	a	60	60	55	13	340	295	11	.....
	b	24	24	10	29	434	449	29	.....
	c	2	2	.....	5	50	55	5	.....
3-k.....	Firearms.....	2	2	1	.....	7	5	.....	.....
3-m.....	Metal beds and bed springs.....	40	40	11	54	1,394	1,311	54	1
	a	32	32	10	33	636	569	33	.....
	b	7	7	1	21	728	712	21	1
	c	1	1	.....	.....	30	30	.....	.....
3-n.....	Wire work not elsewhere specified.....	153	153	79	101	3,431	2,753	97	.....
	a	127	127	68	81	2,732	2,166	77	.....
	b	26	26	11	20	699	587	20	.....
3-p.....	Car wheels and railway equipment.....	4	4	.....	6	132	90	6	.....
	a	3	3	.....	5	97	77	5	.....
	c	1	1	.....	1	35	13	1	.....
3-q.....	Architectural and ornamental iron work.....	225	225	87	170	4,409	4,215	169	.....
	a	151	151	66	145	3,027	2,879	144	.....
	b	70	70	20	15	1,078	1,028	15	.....
	c	3	3	.....	10	301	311	10	.....
	d	1	1	1	.....	3	3	.....	.....
3-r.....	Cooking and heating apparatus.....	45	45	12	173	1,625	1,748	172	.....
	a	37	37	11	150	964	1,064	149	.....
	b	7	7	1	22	657	679	22	.....
	c	1	1	.....	1	4	5	1	.....
3-s.....	Typewriting and registering machines.....	29	29	3	108	1,007	1,083	108	.....
	a	24	24	2	99	579	669	99	.....
	b	4	4	.....	9	424	410	9	.....
	d	1	1	1	.....	4	4	.....	.....
3-t.....	Stationary engines, boilers, etc.....	60	60	8	113	2,755	2,436	113
	a	30	30	6	57	1,143	954	57

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
24	24			24								24		
18	18			18								18		
6	6			6								6		
1,409	77	376	956	1,364	19		25	1	117	1,022	270			
822	47	125	650	814	7		1		17	665	140			
573	16	251	306	536	12		24	1	100	357	116			
14	14			14							14			
1,645	124	560	961	1,631	12	2			119	1,463	63			
361	91	270		359	1	1			60	251	50			
594	33	191	370	593	1				9	572	13			
99		99		99					50	49				
591			591	580	10	1				591				
1,339	246	658	435	1,067	75	26	165	6	78	574	687		1	
926	157	534	235	706	49	25	143	3	14	521	391			
413	89	124	200	361	26	1	22	3	64	53	296		1	
327	115	212		229	23	6	67	2	8	224	95			
249	107	142		192	18	5	32	2	8	152	89			
78	8	70		37	5	1	35			72	6			
754	369	385		626	43	8	77		126	342	286			
284	247	37		264	13	2	5		106	143	35			
420	107	313		312	30	6	72		20	149	251			
50	15	35		50						50				
5	5			5					5					
1,257	203	581	473	1,192	10		54	1	2	139	1,116		1	
536	151	385		496	4		35	1	2	103	431			
691	52	166	473	666	6		19			6	685		1	
30		30		30						30				
2,656	810	1,383	463	2,067	49	24	508	8	169	1,143	1,336	8		
2,089	706	920	463	1,564	29	18	474	4	122	943	1,016	8		
567	104	463		503	20	6	34	4	47	200	320			
84	20	64		84					1	83				
72	8	64		72					1	71				
12	12			12						12				
4,046	1,206	2,280	560	3,988	44	13	1		350	3,339	357		1	
2,729	736	1,708	285	2,689	33	6	1		199	2,327	203			
1,013	441	572		995	11	7			141	718	154		1	
301	26		275	301					10	291				
3	3			3						3				
1,576	172	803	601	1,561	10	4	1		506	360	710			
915	138	777		907	4	3	1		484	360	71			
657	30	26	601	650	6	1			22		635			
4	4			4							4			
975	106	869		854	47	9	64	1	145	827	3			
570	102	468		538	18	3	11		145	422	3			
401		401		312	29	6	53	1		401				
4	4			4						4				
2,323	330	1,193	800	2,300	18	5			11	2,306	6			
897	158	739		894	1	2			4	890	3			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a= Boroughs of Manhattan and The Bronx. b= Borough of Brooklyn. c= Borough of Queens. d= Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.		
					Office help.	Shop force.		Total.	14-16 yrs. of age.	
NEW YORK CITY—Continued.										
II. METALS, MACHINES AND CONVEY- ANCES—Continued.										
3-u....	Machinery not elsewhere classified....	b	24	24	1	50	1,513	1,407	50	.....
		c	3	3	.....	4	52	41	4	.....
		d	3	3	1	2	47	34	2	.....
			411	411	157	751	13,050	12,818	752	1
3-v....	Castings (iron foundry products)....	a	284	284	125	419	6,470	6,353	420	.....
		b	110	110	29	294	6,044	6,064	294	.....
		c	13	13	1	1	220	198	1	.....
		d	4	4	2	37	316	203	37	1
4-a....	Telegraph, telephone and fire alarm ap- paratus.....		41	41	5	65	2,799	2,723	63	.....
		a	11	11	4	19	553	536	19	.....
		b	29	29	1	43	2,184	2,132	41	.....
		c	1	1	.....	3	62	55	3	.....
4-b....	Incandescent lamps.....		37	37	11	1,116	6,123	7,197	1,115	.....
		a	33	33	11	1,086	6,858	6,902	1,085	.....
4-c....	Dynamos, motors and electrical sup- plies.....	b	4	4	.....	30	265	295	30	.....
			5	5	.....	69	807	845	64	.....
5-a....	Carriages, wagons and sleighs.....	a	4	4	.....	69	786	824	64	.....
		b	1	1	.....	.....	21	21	.....	.....
			116	116	32	218	2,657	2,585	218	.....
		a	94	94	25	185	2,001	1,938	185	.....
5-b....	Blacksmithing and wheelwrighting....	b	22	22	7	33	656	647	33	.....
		a	263	262	183	122	3,746	3,541	111	.....
		b	145	144	100	105	2,468	2,346	102	.....
		b	106	106	76	16	1,191	1,086	16	.....
5-c....	Cycles.....	c	3	3	.....	1	68	59	1	.....
		d	9	9	7	.....	69	50	.....	.....
		a	24	24	8	5	147	141	5	.....
		a	14	14	4	5	46	46	5	.....
5-d....	Motor vehicles.....	b	10	10	4	.....	101	95	.....	.....
		(a)	4	4	4	.....	19	15	.....	.....
5-g....	Railway repair shops.....	5-d....	50	49	4	143	1,507	1,508	143	.....
		a	37	37	1	91	910	912	91	.....
		b	10	10	3	6	85	72	6	.....
		c	3	2	.....	46	512	524	46	.....
6.....	Boat and shipbuilding.....		28	28	.....	94	4,814	4,857	94	.....
		a	15	15	.....	45	1,913	1,908	45	.....
		b	6	6	.....	25	1,871	1,896	25	.....
		c	4	4	.....	19	786	805	19	.....
8-a....	Professional and scientific instruments.	d	3	3	.....	5	244	248	5	.....
			37	37	9	80	5,025	3,933	80	1
		a	7	7	4	13	935	873	13	.....
		b	11	11	3	24	2,122	1,604	24	.....
8-a....	Professional and scientific instruments.	c	9	9	2	25	509	371	25	.....
		d	10	10	.....	17	1,459	1,085	17	1
			51	51	33	84	1,369	1,415	83	.....
		a	34	34	21	52	491	512	51	.....
8-a....	Professional and scientific instruments.	b	16	16	12	16	334	343	16	.....
		d	1	1	.....	16	544	560	16	.....

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
1,357	123	434	800	1,337	17	3			7	1,347	3			
37	17	20		37						37				
32	32			32						32				
12,066	1,972	3,483	6,611	11,351	374	108	224	9	569	9,968	1,512	17		
5,933	1,394	1,361	3,178	5,640	178	83	30	2	404	4,719	810			
5,770	477	1,860	3,433	5,349	195	25	194	7	165	5,029	559	17		
197	92	105		196	1					64	143			
166	9	157		166						166				
2,660	30	2,430	200	2,616	27	1	16			2,179	481			
517	27	490		516	1					443	74			
2,091	3	1,888	200	2,048	26	1	16			1,684	407			
52		52		52						52				
6,082	160	875	5,047	4,425	648	21	986	2	84	5,989	9			
5,817	154	616	5,047	4,199	621	17	979	1	78	5,730	9			
265	6	259		226	27	4	7	1	6	259				
781	6	228	547	320	7	2	446	6	6	754	21			
760	6	207	547	309	6	1	438	6	6	754				
21		21		11	1	1	8				21			
2,367	613	1,551	203	1,989	122	44	205	7	132	1,440	795			
1,753	500	1,253		1,479	82	35	150	7	118	1,043	592			
614	113	298	203	510	40	9	55		14	397	203			
3,422	1,390	1,602	430	3,366	51	4	1		1,049	2,023	350			
2,244	779	1,035	430	2,206	37		1		1,045	1,005	194			
1,070	543	527		1,052	14	4			4	989	77			
58	18	40		58						18	40			
50	50			50						11	39			
136	95	41		134	2				15	110	11			
41	41			41					8	22	11			
95	54	41		93	2				7	88				
15	15			15							15			
1,365	250	410	705	1,329	30	6			233	1,090	39	3		
821	184	410	227	811	6	4			233	586	2			
66	66			66						26	37	3		
478			478	452	24	2				478				
4,763	43	1,153	3,567	4,740	3		20			364	4,167	232		
1,893		969	894	1,860	3					364	1,382	117		
1,871	15	83	1,773	1,851			20				1,871			
786	26	60	700	786							712	74		
243	2	41	200	243							202	41		
3,853	138	947	2,768	3,852		1			128	3,725				
860	19	150	691	860					75	785				
1,580	48	55	1,477	1,579		1			39	1,541				
345	33	312		345					14	331				
1,068	38	430	600	1,068						1,068				
1,332	184	604	544	1,069	37	21	197	8	24	1,074	234			
461	122	339		344	1	11	105		24	413	24			
327	62	265		248	24	10	37	8		117	210			
544			544	477	12		55			544				

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
II. METALS, MACHINES AND CONVEY- ANCES—Concluded.									
8-b....	Optical and photographic apparatus..	42	42	21	65	368	375	65	.....
	a	39	39	17	65	317	366	66	.....
	b	3	3	4	.....	51	10	.....	.....
8-c....	Lamps, reflectors, stereopticons, etc...	36	36	17	65	947	977	65	.....
	a	33	33	13	65	916	946	66	.....
	b	3	3	4	.....	31	31	.....	.....
8-d....	Clocks and time recorders.....	19	19	5	44	1,226	1,263	44	.....
	a	16	16	5	34	71	98	34	.....
	b	3	3	.....	10	1,155	1,165	10	.....
8-e....	Scales, meters, phonographs, etc.....	46	45	13	186	1,863	1,913	186	1
	a	36	36	7	162	970	1,093	162	.....
	b	6	6	4	8	562	473	8	.....
	c	4	3	2	16	331	347	16	1
Total—Group II.....		3,557	3,543	1,656	6,373	105,705	102,391	6,322	8
III. WOOD MANUFACTURES.									
1.....	Saw mill products.....	37	37	9	40	712	705	40	.....
	a	13	13	7	7	134	102	7	.....
	b	19	19	2	29	414	441	29	.....
	c	2	2	.....	3	110	113	3	.....
	d	3	3	.....	1	54	49	1	.....
2-a....	House trim.....	208	208	85	296	7,040	7,006	296	1
	a	117	117	65	111	2,399	2,297	111	.....
	b	72	72	19	150	4,136	4,133	150	.....
	c	16	16	1	34	520	541	34	1
	d	3	3	.....	1	35	35	1	1
2-b....	Packing boxes, crates, etc.....	69	69	23	67	1,540	1,550	67	.....
	a	59	59	21	55	1,089	1,091	55	.....
	b	10	10	2	12	451	459	12	.....
2-c....	Cigar and fancy wood boxes.....	57	56	36	70	2,056	2,031	70	.....
	a	52	51	35	58	1,891	1,865	58	.....
	b	5	5	1	12	165	166	12	.....
3.....	Cooperage.....	48	47	15	18	1,423	1,402	18	.....
	a	20	19	7	7	246	237	7	.....
	b	23	23	8	11	1,115	1,105	11	.....
	c	4	4	.....	.....	58	52	.....	.....
	d	1	1	.....	.....	4	4	.....	.....
4-a....	Canes, umbrella sticks, etc.....	29	29	24	16	504	473	16	.....
	a	26	26	21	16	487	457	16	.....
	b	2	2	1	.....	11	11	.....	.....
	d	1	1	2	.....	6	5	.....	.....
4-c....	Wooden toys and novelties.....	52	52	25	20	482	414	20	.....
	a	42	42	22	18	366	314	18	.....
	b	10	10	3	2	116	100	2	.....
4-e....	Other articles and appliances of wood..	151	151	115	53	1,425	1,363	53	.....
	a	119	119	94	43	949	905	43	.....
	b	28	28	15	10	425	418	10	.....
	d	4	4	6	.....	50	40	.....	.....
5-a....	Furniture and upholstery.....	353	350	147	324	7,385	6,584	323
	a	299	297	129	307	5,965	5,249	306

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illiterate.
310	168	142		273	8	6	22	1	24	273	13			
300	158	142		264	7	6	22	1	24	273	8			
10	10			9	1						10			
912	182	456	274	805	35	4	68		4	310	598			
881	172	435	274	779	33	4	65		3	301	577			
31	10	21		26	2		3		1	9	21			
1,211	68	55	1,096	764	165	4	286		21	81	1,117			
64	64			63			1		17	26	21			
1,155	4	55	1,096	701	165	4	285		4	55	1,096			
1,727	190	662	875	1,604	81	7	35		19	1,216	492			
931	165	541	225	897	26	1	7		16	784	128			
465	11	121	333	429	35	1				101	364			
391	14		317	278	20	6	28			331				
96,06	16,317	37,888	41,864	84,600	3,272	687	7,334	176	7,557	59,160	28,732	620	9	1
665	174	491		647	12	6				89	576			
95	75	20		95						20	75			
412	90	322		394	12	6				69	343			
110	5	105		110							110			
48	4	44		48							48			
6,710	909	3,664	2,137	6,556	133	13	8		1,519	1,189	4,002			
2,186	571	1,615		2,159	21	5	1		1,291	307	588			
3,983	258	1,588	2,137	3,856	112	8	7		170	725	3,088			
507	76	431		507					55	126	326			
34	4	30		34					3	31				
1,483	367	1,116		1,350	75	18			27	337	1,116			
1,039	325	711		996	39	1			24	137	875			
447	42	405		394	36	17			3	200	244			
1,961	231	1,028	702	1,225	69	23	613	31	4	1,042	915			
1,807	205	900	702	1,096	49	23	608	31	1	1,039	767			
154	26	128		129	20		5		3	3	148			
1,384	253	431	700	1,315	65	4			44	334	1,006			
231	108	122		230					7	158	65			
1,098	133	265	700	1,031	65	2			37	168	893			
52	8	44		50		2				8	44			
4	4			4							4			
457	168	289		428	25	3	1			176	281		1	
441	152	289		414	24	3				168	273		1	
11	11			9	1		1			8	3			
5	5			5							5			
304	278	116		341	12	11	24	6	94	204	96		1	
296	204	92		249	11	6	24	6	81	183	32		1	
98	74	24		92	1	5			13	21	64			
1,310	716	594		1,224	23	14	47	2	144	604	562			
862	561	301		820	11	4	26	1	134	453	275			
408	135	272		365	12	9	21	1	10	111	287			
40	19	21		39		1				40				
6,261	1,423	4,310	528	5,710	76	17	445	13	1,377	1,721	3,163		2	
4,943	1,191	3,224	528	4,479	48	10	394	12	1,268	1,357	2,318		2	

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.			
					Office help.	Shop force.		Total.	14-16 yrs. of age.		
NEW YORK CITY—Continued.											
III. WOOD MANUFACTURES—Concl'd.											
5-b.....	Caskets.....	b	51	50	18	13	1,300	1,238	13		
		c	2	2		4	124	92	4		
		d	1	1			6	5			
		a	10	10	3	20	463	438	20		
		a	5	5	2	11	345	311	11		
		b	4	4		9	116	125	9		
5-c.....	Store, office and kitchen fixtures.....	c	1	1	1		2	2			
		a	135	134	58	140	2,542	2,441	140		
		a	101	100	48	132	1,795	1,761	132		
		b	32	32	10	8	694	642	8		
		c	2	2			53	33			
		a	135	134	62	137	1,734	1,550	133		
5-d.....	Mirror and picture frames	a	116	115	53	137	1,419	1,245	133		
		b	19	19	9		315	305			
		c	167	166	84	60	2,701	2,348	66		
		a	127	123	68	48	1,772	1,519	48		
		b	38	38	16	15	89	770	12		
		c	1	1		6	5	52	6		
6.....	Pianos, organs, etc.....	d	1	1			1	7			
		a	153	150	60	338	10,261	10,134	338		
		a	133	133	54	317	8,354	8,839	317		
		b	11	11	6	10	40	386	10		
		c	6	3		11	901	912	11		
		(a)	1	1		1	6	7	1		
7-a.....	Pulp and fibre goods.....	a	28	28	17	12	616	511	10		
		a	24	24	17	8	239	234	6		
		b	4	4		4	378	357	4		
		c	11	11	5	5	108	107	5		
		a	5	5	1	4	79	77	4		
		b	6	6	4	1	32	30	1		
7-d.....	Articles of cork.....	a	23	22	10	16	436	429	16		
		a	8	8	6	5	34	39	5		
		b	15	14	4	11	402	393	11		
		a	24	24	12	28	1,597	1,435	28		
		a	19	19	12	20	1,072	962	20		
		b	4	4		1	124	125	1		
7-e.....	Pipes (tobacco).....	c	1	1		7	401	408	7		
		a	2	2		1	65	61	1		
		a	1	1		1	15	11	1		
		c	1	1			50	50			
		Total—Group III.....		1,603	1,681	790	1,671	43,146	41,121	1,681	
		IV. LEATHER AND RUBBER GOODS.									
1.....	Leather.....	a	42	42	17	52	884	906	52		
		a	21	21	12	43	300	331	43		
		b	20	20	5	8	559	549	8		
		c	1	1		1	25	26	1		
		a	772	765	574	304	10,165	7,660	277		
		a	730	725	562	289	8,688	6,310	285		
2.....	Furs and fur goods	b	41	39	12	12	1,407	1,292	9		
		c	1	1		3	70	58	3		

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illeg-erate.
1,225	214	1,011		1,140	28	6	50	1	104	289	832			
88	13	75		87			1			75	13			
5	5			4		1			5					
418	17	401		364			53	1		274	144			
300	9	291		275			25			194	106			
116	6	110		87			28	1		78	38			
2	2			2						2				
2,301	641	1,660		2,248	12	4	35	2	888	654	759			
1,626	523	1,103		1,584	7	1	35	2	676	496	467			
634	110	524		626	5	3			212	150	272			
38	8	30		38						8	30			
1,417	687	517	213	1,368	23	11	15		49	851	517		1	
1,112	616	496		1,081	9	7	15		30	604	478		1	
305	71	21	213	287	14	4			19	247	39			
2,282	881	1,169	232	2,251	21	6	4		1,007	545	730		2	
1,471	692	779		1,455	9	3	4		692	455	324			
758	182	344	232	744	12	2			262	90	406		2	
46		46		45		1			46					
7	7			7					7					
9,796	406	5,081	4,309	9,162	418	198	18		188	8,491	1,117		1	
8,519	372	4,739	3,408	7,967	357	178	17		182	7,759	578		1	
376	34	342		347	25	3	1		6	127	243			
901			901	848	36	17				605	296			
6	6			6						6				
581	125	456		507	22	6	46		20	282	279			
228	120	108		227		1			7	117	104			
353	5	348		280	22	5	46		13	165	175			
102	36	66		95	7				8	18	76			
73	7	66		66	7				3		70			
29	29			29					5	18	6			
413	67	346		219	4	1	187	2	28	82	303			
	31			25			6		6	10	15			
	36	346		194	4	1	181	2	22	72	288			
		999	401	1,212	42	23	181	9	39	1,278	150			
		888		837	8	1	96		10	789	143			
127	13	111		105	4	1	13	1		117	7			
401			401	270	30	21	72	8	29	372				
60	10	50		60							60			
10	10			10							10			
50		50		50							50			
39,468	7,462	22,784	9,222	36,328	1,036	358	1,677	66	5,436	18,177	15,855		8	
854	176	678		715	12	4	119	4	36	221	597			
288	74	214		242	8	1	35	2	36	193	59			
541	102	439		448	4	3	84	2		28	513			
25		25		25							25			
7,363	3,430	3,062	871	5,063	61		210	14	604	5,331	1,407	21		1
6,025	3,263	2,141	621	4,208	47		15	13	562	4,713	729	21		1
1,283	167	868	250	815	14		0	1	42	618	623			
55		55		40			15				55			

ble IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
IV. LEATHER AND RUBBER GOODS— Concluded.									
3-a.....	Belting, washers, etc.....	18	18	4	48	315	354	48	.....
	a	14	14	3	44	194	229	44	.....
	b	4	4	1	4	121	125	4	.....
3-b.....	Saddlery and harness.....	96	96	56	60	574	568	56	.....
	a	77	77	42	38	495	468	34	.....
	b	19	19	14	22	79	100	22	.....
3-c.....	Traveling bags and trunks.....	83	83	51	52	1,354	1,266	52	.....
	a	80	80	47	52	1,334	1,245	52	.....
	b	3	3	4	.....	20	20	.....	.....
3-d.....	Boots and shoes.....	155	14	91	218	7,494	7,385	215	.....
	a	99	99	65	108	2,489	2,428	105	.....
	b	56	50	26	110	5,005	4,957	110	.....
3-e.....	Gloves and mittens.....	22	22	7	11	301	301	11	.....
	a	21	21	7	11	297	297	11	.....
	b	1	1	.....	.....	4	4	.....	.....
3-f.....	Fancy leather goods.....	272	270	163	216	6,180	5,043	212	.....
	a	253	253	151	203	5,812	4,758	204	.....
	b	17	16	12	3	188	180	3	.....
	c	2	2	.....	5	180	105	5	.....
3-g.....	Canvas and sporting goods.....	73	73	43	83	1,406	1,286	88	.....
	a	63	63	40	85	1,178	1,099	85	.....
	b	9	9	3	3	218	181	3	.....
	c	1	1	.....	.....	10	7	.....	.....
4.....	Rubber and gutta percha goods.....	95	93	36	151	3,063	3,077	151	.....
	a	76	76	35	126	1,553	1,598	126	.....
	b	13	13	1	6	468	471	6	.....
	c	6	4	.....	19	1,042	1,008	19	.....
5-a.....	Pearl buttons, handles, etc.....	33	32	14	22	1,424	1,288	21	.....
	a	28	27	13	18	1,221	1,137	17	.....
	b	4	4	1	4	189	137	4	.....
	c	1	1	.....	.....	14	14	.....	.....
5-b.....	Articles of horn, bone, tortoise shell, etc.....	52	52	31	49	887	865	49	.....
	a	41	41	26	48	575	555	48	.....
	b	11	11	5	1	312	310	1	.....
5-c.....	Brushes.....	42	42	25	66	1,031	1,022	66	.....
	a	29	29	14	53	694	681	53	.....
	b	11	11	10	12	285	289	12	.....
	c	2	2	1	1	51	52	1	.....
5-d.....	Mattresses, pillows, etc.....	117	116	57	137	1,385	1,346	122	.....
	a	107	106	56	137	1,323	1,294	122	.....
	b	9	9	1	.....	63	49	.....	.....
	c	1	1	.....	.....	3	3	.....	.....
Total—Group IV.....		1,872	1,853	1,16	1,474	36,467	32,367	1,440	.....
V. CHEMICALS, OILS, PAINTS, Etc.									
1-a.....	Proprietary medicines.....	78	78	6	480	1,283	1,638	470	.....
	a	64	64	5	497	1,203	1,545	457	.....
	b	8	8	1	13	72	85	13	.....
	c	1	1	.....	.....	8	8	.....	.....

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illiterate
306	125	181		278	11	5	12		2	185	110			
185	103	82		169	3	1	12		2	167	16			
121	22	99		109	8	4				18	103			
512	333	179		438	10	7	57		12	313	187			
434	278	156		371	8	7	48		8	298	128			
78	55	23		67	2		9		4	15	59			
1,214	517	697		1,146	22	1	45		15	450	74			
1,194	497	697		1,129	21	1	43		15	446	73			
20	20			17	1		2			4	16			
7,170	620	2,648	3,902	4,841	217	81	1,971	60	344	4,952	1,794	80		
2,323	473	1,002	845	1,740	39	19	508	17	30	1,403	826	64		
4,847	144	1,646	3,057	3,101	178	62	1,463	43	314	3,549	968	16		
290	104	186		127	2	1	150	10	41	241	8			
286	100	186		126	2	1	148	10	37	241	8			
4	4			2			2		4					
4,831	1,311	3,520		3,037	190	74	1,475	55	105	1,338	3,388		3	3
4,554	1,206	3,348		2,882	174	58	1,392	48	105	1,275	3,174		3	3
177	105	72		100	16	16	38	7		63	114			
100		100		55			45				100			
1,198	312	886		714	8	5	462	9	121	612	465			
1,014	258	756		586	6	4	409	9	110	441	463			
177	47	130		126	2		49		11	164	2			
7	7			2		1	4			7				
[2,926	459	846	1,621	1,719	117	30	1,017	43	236	1,267	1,423		3	
1,472	371	665	436	837	49	16	548	22	230	865	377			
465	88	102	275	385	8	2	65	5	6	68	391		3	
989		79	910	497	60	12	404	16		334	655			
1,267	183	1,084		612	4	3	620	28	107	235	921			
[1,120	151	969		547	4	3	542	24	37	179	904			
133	18	115		55			74	4	70	60	3			
14	14			10			4				14			
816	220	596		564	38	17	182	15	38	416	362		1	2
507	180	327		351	26	7	109	14	28	290	199			2
309	40	269		213	12	10	73	1	10	136	163		1	
956	141	815		611	39	41	255	10	30	46	457			
628	101	527		438	20	17	149	4	26	340	256			
277	24	253		148	16	7	102	4	4	90	183			
51	16	35		25	3	17	4	2		33	18			
1,224	550	674		612	13	1	591	7	113	953	152	6	1	
1,172	498	674		572	13	1	579	7	103	928	135	6	1	
49	49			38			11		10	25	14			
3	3			2			1				3			
30,927	8,481	16,052	6,394	20,477	744	285	9,166	255	1,804	16,987	12,029	107	8	6
1,168	445	723		502	8	4	647	7	903	183	82			
1,088	388	700		472	8	2	600	6	830	176	82			
72	49	23		27		2	42	1	65	7				
8	8			3			5		8					

Talbe IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
V. CHEMICALS, OILS, PAINTS, ETC.— Continued.									
1-b.....	Sodas and other alkalies.....	12	12	1	31	344	354	31	
	a	6	6		20	141	148	20	
	b	6	6	1	11	203	206	11	
1-d.....	Other chemicals and drugs.....	116	113	18	759	2,764	3,326	759	
	a	67	67	14	655	953	1,500	655	
	b	40	39	4	79	1,445	1,455	79	
	c	8	6		25	341	346	25	
	d	1	1			25	25		
2-a.....	Paint, varnish, etc.....	94	92	5	197	2,888	2,939	195	
	a	26	26	3	77	659	655	77	
	b	45	44	2	61	1,419	1,441	61	
	c	18	18		30	370	385	30	
	d	5	4		29	440	458	27	
2-b.....	Dyes, colors and inks.....	81	80	24	241	1,436	1,587	243	
	a	52	52	18	225	781	947	227	
	b	23	22	6	11	460	462	11	
	c	5	5		2	135	115	2	
	d	1	1		3	60	63	3	
2-c.....	Lead pencils and crayons.....	6	6	1	41	1,822	1,861	40	
	a	5	5	1	35	1,112	1,145	34	
	b	1	1		6	710	716	6	
3.....	Wood alcohol and essential oils.....	45	45	8	116	660	760	114	
	a	35	35	6	101	210	295	99	
	b	9	9	3	14	320	334	14	
	d	1	1		1	130	131	1	
4.....	Animal oil products.....	24	24		26	251	264	24	
	a	12	12		19	104	123	19	
	b	9	9		6	90	87	4	
	c	2	2		1	45	46	1	
	d	1	1			12	8		
5.....	Mineral oil products.....	20	14	1	55	2,122	2,119	55	
	a	3	3		9	25	34	9	
	b	8	8	1	32	915	939	32	
	c	9	3		14	1,182	1,146	14	
6.....	Soap, perfumery and cosmetics.....	85	85	18	368	2,367	2,522	365	
	a	73	73	17	326	2,141	2,277	326	
	b	11	11	1	42	213	234	39	
	c	1	1			13	11		
7-a.....	Wax figures, etc.....	9	9	2	4	95	75	4	
	a	8	8	2	4	85	66	4	
	b	1	1			10	9		
7-b.....	Starch.....	3	3		1	34	34	1	
	a	1	1		1	11	12	1	
	b	1	1			18	18		
	c	1	1			5	4		
7-c.....	Glue, mucilage, etc.....	22	22	2	63	487	542	54	
	a	19	19	2	57	126	175	48	
	b	3	3		6	361	367	6	
7-d.....	Fertilizers.....	4	3			19	19		
	b	1	1			4	4		
	c	3	2			15	15		

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un- der 14 yrs.	Illit- erate.
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						
323	59	264		163	2	1	156	1	90	233				
128	36	92		45			83		82	46				
195	23	172		118	2	1	73	1	8	187				
2,567	424	1,192	951	2,044	19	13	490	1	745	944	865	13		
845	281	353	211	564	15	13	253		508	212	125			
1,376	129	747	500	1,137	4		234	1	236	411	716	13		
321	14	67	240	318			3		1	296	24			
25		25		25						25				
2,744	384	1,782	578	2,279	49	34	370	12	229	1,229	1,216	70		
578	145	189	244	454	20	19	85		40	206	332			
1,380	156	910	334	1,130	19	14	205	12	181	650	479	70		
355	97	258		343	5		7		8	198	149			
431	6	425		352	5	1	73			175	256			
1,344	349	995		1,032	22	4	278	8	313	526	467	38		
720	257	483		484	19	1	212	4	219	383	118			
451	97	354		386	2	3	58	2	94	141	216			
113	15	98		113							75	38		
60		60		49	1		8	2		2	58			
1,821	16		1,805	403	462	27	875	54	36	1,779	6			
1,111	16		1,095	191	448	22	420	30	7	1,098	6			
710			710	212	14	5	455	24	29	681				
646	201	445		578	1		66	1	67	180	26	130		
196	172	24		130			65	1	67	112	17			
320	29	291		318	1		1			68	252			
130		130		130								130		
240	124	116		234	1	1	4		43	9	188			
104	54	50		100			4		40		64			
83	59	24		81	1	1			3	9	71			
45	3	42		45							45			
8	8			8							8			
2,064	54	196	1,814	913	77	68	6		3	1,912	149			
25	25						5		3	22				
907	26	196			20	6	1			758	149			
1,132	3		1		57	62				1,132				
2,157	442	1,504			46	9	1,052	28	521	1,130	506			
1,951	346	1,394	211		15	8	1,024	28	499	1,069	383			
195	85	110		141	30	1	23		17	55	123			
11	11			5	1		5		5	6				
71	71			44	2		23	2	7	54	10			
62	62			35	2		23	2	7	45	10			
9	9			9						9				
33	33			23			10		11		22			
11	11			3			8		11					
18	18			16			2				18			
4	4			4							4			
488	92	104	292	386	13	3	86		88		25			
127	92	35		89	12		26		61		25			
361		69	292	297	1	3	60		27					
19	19			19					5		14			
4	4			4							4			
15	15			15					5		10			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
V. CHEMICALS, OILS, PAINTS, ETC.— Concluded.									
7-e.....	Matches and explosives.....	7	7		10	488	423	10	
	a	1	1		2	2	4	2	
	b	1	1		2	78	50	2	
	c	1	1		2	75	70	2	
	d	4	4		4	333	299	4	
7-f.....	Celluloid and other plastics..... (a)	8	8	4	6	102	84	6	
Total—Group V		614	601	90	2,398	17,162	18,547	2,371	
VI. PAPER AND PULP.									
1.....	Sorting waste paper.....	41	41	16	14	461	441	14	
	a	40	40	16	13	446	425	13	
	b	1	1		1	15	16	1	
2-a.....	Pulp mills..... (a)	1	1		14	2	16	14	
2-c.....	Paper mills.....	26	26	4	202	1,111	1,304	198	
	a	18	18	4	168	213	370	162	
	b	5	5		20	505	525	20	
	c	2	2		2	68	70	2	
	d	1	1		14	325	339	14	
Total—Group VI.....		68	68	20	230	1,574	1,761	226	
VII. PRINTING AND PAPER GOODS									
1.....	Type and printers' materials.....	23	23	9	41	274	276	41	
	a	22	22	9	41	264	271	41	
	b	1	1			5	5		
2-a.....	Paper boxes and tubes.....	195	191	66	332	8,809	8,327	327	
	a	161	155	54	247	6,779	6,338	242	
	b	32	30	9	85	1,954	1,920	85	
	c	1	1			24	17		
	d	1	1	3		52	52		
2-b....	Paper bags and sacks.....	7	7	4	17	321	294	17	
	a	6	6	4	13	161	148	13	
	c	1	1		4	160	146	4	
2-c.....	Other paper goods.....	158	158	41	790	4,368	4,819	780	5
	a	137	137	34	765	3,693	4,141	755	6
	b	20	20	7	21	632	631	21	
	c	1	1		4	43	47	4	
3-a.....	Printing and publishing.....	1,262	1,253	520	6,140	33,064	35,166	6,108	35
	a	1,102	1,096	431	5,917	29,886	32,280	5,888	31
	b	151	125	76	207	3,018	2,702	204	4
	c	16	15	7	11	129	124	11	
	d	13	13	6	5	61	60	5	
3-b....	Bookbinding and blank book making..	231	230	141	440	8,563	8,008	414	1
	a	214	213	134	358	6,664	6,124	332	1
	b	15	15	7	77	1,834	1,805	77	
	c	2	2		5	85	79	5	
3-c....	Lithographing and engraving.....	100	108	81	624	8,151	8,127	621	
	a	187	187	79	569	7,342	7,396	569	
	b	12	11	2	55	817	731	55	
3-d....	Games and novelties.....	45	45	16	71	1,737	1,659	70	
	a	44	44	16	71	1,732	1,654	70	
	b	1	1			5	5		

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—				Under 14 yrs	Illit- erate.
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.		
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						
413	7	406	.....	198	28	19	161	7	2	21	390	.....	.....	.....
2	2	.....	.....	1	.....	.....	1	.....	2	.....	.....	.....	.....	.....
48	.....	48	.....	32	.....	.....	16	.....	.....	.....	48	.....	.....	.....
68	.....	68	.....	31	6	4	26	1	.....	.....	68	.....	.....	.....
295	5	290	.....	134	22	15	118	6	.....	21	274	.....	.....	.....
78	24	54	.....	60	2	3	13	.....	11	47	20	.....	.....	.....
16,176	2,744	7,781	5,651	10,900	732	186	4,237	121	3,074	8,622	4,229	251	.....	.....
427	218	209	.....	299	2	1	125	.....	.....	62	287	78	.....	.....
412	203	209	.....	284	2	1	125	.....	.....	62	272	78	.....	.....
15	15	.....	.....	15	.....	.....	.....	.....	.....	.....	15	.....	.....	.....
2	2	.....	.....	2	.....	.....	.....	.....	.....	2	.....	.....	.....	.....
1,106	105	676	325	759	30	15	289	13	11	416	651	28	.....	.....
208	105	103	.....	177	.....	1	30	.....	11	168	31	.....	.....	.....
505	.....	505	.....	291	3	.....	204	7	.....	230	275	.....	.....	.....
68	.....	68	.....	66	2	.....	.....	.....	.....	.....	40	28	.....	.....
325	.....	.....	325	225	25	14	55	6	.....	20	305	.....	.....	.....
1,535	325	885	325	1,060	32	16	414	13	11	480	938	106	.....	.....
235	103	132	.....	200	9	2	24	.....	33	195	7	.....	.....	.....
237	98	132	.....	195	9	2	24	.....	33	190	7	.....	.....	.....
5	5	.....	.....	5	.....	.....	.....	.....	.....	5	.....	.....	.....	.....
8,000	996	4,958	2,046	2,861	249	65	4,599	226	381	6,280	1,334	5	3	.....
6,099	829	4,139	1,132	2,212	147	33	3,582	122	320	4,665	1,106	6	1	.....
1,835	151	770	914	641	94	29	970	101	61	1,592	182	.....	2	.....
17	17	.....	.....	1	1	.....	15	.....	.....	17	.....	.....	.....	.....
52	.....	52	.....	7	7	3	32	3	.....	6	46	.....	.....	.....
277	41	236	.....	116	11	2	133	15	13	56	208	.....	.....	.....
135	41	94	.....	69	2	1	62	1	13	41	81	.....	.....	.....
142	.....	142	.....	47	9	1	71	14	.....	15	127	.....	.....	.....
4,035	776	2,117	1,146	1,354	64	23	2,490	108	678	3,100	261	.....	.....	.....
3,333	718	1,522	1,146	1,141	47	17	2,100	81	652	2,568	166	.....	.....	.....
610	53	552	.....	209	11	4	350	26	26	439	95	.....	.....	.....
43	.....	43	.....	4	6	2	37	1	.....	43	.....	.....	.....	.....
29,058	5,819	13,908	9,331	22,669	753	196	5,376	64	8,177	20,044	837	.....	5	.....
26,392	5,129	13,173	8,090	20,878	608	154	4,694	58	7,408	18,719	265	.....	2	.....
2,498	552	705	1,241	1,645	141	36	670	6	740	1,204	554	.....	3	.....
113	83	37	.....	102	1	3	7	.....	24	71	18	.....	.....	.....
55	55	.....	.....	44	3	3	5	.....	5	50	.....	.....	.....	.....
7,594	1,105	4,858	1,631	3,726	170	42	3,548	108	428	6,515	651	.....	1	.....
5,792	1,037	4,440	822	2,899	137	22	2,704	37	345	4,836	611	.....	1	.....
1,729	65	354	1,309	735	40	17	820	66	77	1,621	30	.....	.....	.....
74	10	64	.....	42	.....	3	24	5	6	58	10	.....	.....	.....
7,506	817	3,327	3,362	5,720	288	77	1,397	24	1,616	5,858	32	.....	1	.....
6,837	767	3,105	2,958	5,206	250	74	1,281	19	1,530	5,280	20	.....	1	.....
676	57	222	404	514	38	3	116	5	86	578	12	.....	.....	.....
1,589	201	782	606	499	26	7	1,034	23	78	1,115	396	.....	.....	.....
1,584	196	782	606	498	26	7	1,031	22	73	1,115	396	.....	.....	.....
5	5	.....	.....	1	.....	.....	3	1	6	.....	.....	.....	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
VII. PRINTING AND PAPER GOODS— Concluded.									
4.....	Wall paper.....	10	9	1	66	958	1,005	66	.....
	a	7	7	1	44	450	475	44	.....
	b	3	2	.....	22	508	530	22	.....
5.....	Photography.....	63	63	25	99	534	504	98	.....
	a	61	61	23	99	519	495	98	.....
	b	2	2	2	.....	15	9	.....	.....
Total—Group VII.....		2,193	2,177	904	8,620	66,817	68,185	8,542	41
VIII. TEXTILES.									
1.....	Silk and silk goods.....	80	77	17	168	7,853	7,512	165	.....
	a	57	56	15	103	3,676	3,502	100	.....
	b	14	14	2	33	2,596	2,507	33	.....
	c	8	6	.....	29	1,541	1,460	29	.....
	d	1	1	.....	3	40	43	3	.....
2-a....	Carpets and rugs.....	51	51	16	69	894	824	68	.....
	a	42	42	15	67	623	622	66	.....
	b	8	8	1	1	95	88	1	.....
	c	1	1	.....	1	180	114	1	.....
2-b....	Felt goods.....	(b) 2	2	.....	.....	135	135	.....	.....
2-c....	Woolens and worsteds.....	8	8	.....	17	183	186	15	.....
	a	4	4	.....	17	24	34	15	.....
	b	2	2	.....	.....	137	137	.....	.....
	c	2	2	.....	.....	22	15	.....	.....
3.....	Cotton goods.....	34	32	5	69	911	924	70	.....
	a	25	23	4	68	742	755	69	.....
	b	8	8	1	.....	139	139	.....	.....
	c	1	1	.....	1	30	30	1	.....
4.....	Hosiery and knit goods.....	66	66	25	57	2,454	2,205	57	.....
	a	34	34	8	42	996	863	42	.....
	b	30	30	17	13	1,295	1,179	13	.....
	c	2	2	.....	2	163	163	2	.....
5a.....	Dyeing, finishing, etc.....	55	55	20	81	1,308	1,287	81	.....
	a	45	45	18	77	1,010	1,028	77	.....
	b	6	6	2	2	212	186	2	.....
	c	3	3	.....	1	56	47	1	.....
	d	1	1	.....	1	30	26	1	.....
5-b....	Upholstery goods.....	37	36	11	68	1,659	1,488	62	.....
	a	35	34	10	68	1,594	1,455	62	.....
	b	1	1	1	.....	25	25	.....	.....
	d	1	1	.....	.....	40	28	.....	.....
5-c....	Braids, embroideries and dress trim- mings.....	327	323	131	345	9,031	8,084	338	.....
	a	295	294	124	317	7,521	6,612	314	.....
	b	27	24	5	21	1,347	1,314	17	.....
	c	5	5	2	7	163	158	7	.....
6.....	Flax, hemp and jute manufactures....	32	32	3	94	6,211	6,253	94	.....
	a	18	18	3	46	1,412	1,422	46	.....
	b	13	13	48	4,784	4,816	48
	c	1	1	15	15

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
939	29	343	567	720	107	8	104	.....	.....	53	886	.....	.....	.....
431	29	180	222	355	39	3	34	.....	.....	48	383	.....	.....	.....
608	.....	163	345	355	68	5	70	.....	.....	5	503	.....	.....	.....
406	257	149	.....	317	15	4	70	.....	276	130	.....	.....	.....	.....
397	248	149	.....	310	13	4	70	.....	267	130	.....	.....	.....	.....
9	9	.....	.....	7	2	.....	.....	.....	9	.....	.....	.....	.....	.....
59,643	10,144	30,810	18,689	38,182	1,632	426	18,775	568	11,680	43,346	4,612	5	10	.....
7,347	256	2,260	4,831	2,802	79	52	4,226	188	222	5,132	1,993	.....	.....	.....
3,402	246	1,630	1,526	1,440	47	17	1,826	72	180	2,116	1,106	.....	.....	.....
2,474	10	469	1,995	708	15	9	1,679	63	34	2,315	125	.....	.....	.....
1,431	.....	121	1,310	626	17	26	709	53	8	661	762	.....	.....	.....
40	.....	40	.....	28	.....	.....	12	.....	.....	40	.....	.....	.....	.....
756	230	526	.....	340	3	4	409	.....	290	438	28	.....	.....	.....
556	185	371	.....	246	3	1	306	.....	275	258	23	.....	.....	.....
87	45	42	.....	32	.....	.....	55	.....	15	67	5	.....	.....	.....
113	.....	113	.....	62	.....	3	48	.....	.....	113	.....	.....	.....	.....
135	.....	135	.....	108	4	1	22	.....	.....	135	.....	.....	.....	.....
171	43	128	.....	89	8	2	70	2	11	146	14	.....	.....	.....
19	19	.....	.....	19	.....	.....	.....	.....	7	12	.....	.....	.....	.....
137	9	128	.....	55	8	2	70	2	4	133	.....	.....	.....	.....
15	15	.....	.....	15	.....	.....	.....	.....	.....	1	14	.....	.....	.....
854	177	677	.....	365	10	1	459	19	64	330	460	.....	.....	.....
686	132	554	.....	327	7	.....	336	16	23	251	412	.....	.....	.....
139	45	94	.....	27	3	1	105	3	41	50	48	.....	.....	.....
29	.....	29	.....	11	.....	.....	18	.....	.....	29	.....	.....	.....	.....
2,148	352	1,316	480	633	17	4	1,441	53	28	1,172	948	.....	1	2
821	116	705	.....	296	3	.....	512	10	19	694	108	.....	1	2
1,166	218	468	480	320	14	3	801	28	9	462	695	.....	.....	.....
161	18	143	.....	17	.....	1	128	15	.....	16	145	.....	.....	.....
1,206	275	931	.....	1,025	23	6	151	1	154	618	434	.....	.....	.....
951	227	724	.....	827	22	3	98	1	154	519	278	.....	.....	.....
184	24	160	.....	132	1	3	48	.....	.....	67	117	.....	.....	.....
43	24	22	.....	46	.....	.....	.....	.....	.....	32	14	.....	.....	.....
25	.....	25	.....	20	.....	.....	5	.....	.....	.....	25	.....	.....	.....
1,426	120	853	453	366	33	26	975	26	252	1,098	76	.....	.....	.....
1,373	120	800	453	346	32	26	943	26	252	1,098	23	.....	.....	.....
25	.....	25	.....	4	.....	.....	21	.....	.....	.....	25	.....	.....	.....
28	.....	28	.....	16	1	.....	11	.....	.....	.....	28	.....	.....	.....
7,746	1,855	4,607	1,284	1,849	102	52	5,527	216	287	5,888	1,571	.....	1	.....
6,298	1,667	3,747	884	1,624	86	41	4,409	138	270	4,928	1,100	.....	1	.....
1,297	153	744	400	198	16	11	1,002	70	17	940	340	.....	.....	.....
151	35	116	.....	27	.....	.....	116	8	.....	20	131	.....	.....	.....
6,159	141	966	5,052	2,209	324	90	3,420	116	19	3,010	3,130	.....	.....	.....
1,376	114	391	871	416	74	24	820	42	19	345	1,012	.....	.....	.....
4,768	12	575	4,181	1,782	248	64	2,600	74	.....	2,665	2,103	.....	.....	.....
15	15	.....	.....	11	2	2	.....	.....	.....	.....	15	.....	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
VIII. TEXTILES—Concluded.									
7.....	Oil cloth, window shades, etc.....	24	24	7	49	1,223	1,243	49	.....
	a	18	18	7	32	225	239	32	.....
	b	3	3	.....	12	143	155	12	.....
	c	1	1	.....	2	160	162	2	.....
	d	2	2	.....	3	695	687	3	.....
	Total—Group VIII.....	716	706	235	1,017	31,866	30,141	999	.....
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.									
1-a.....	Tailoring.....	3,211	3,169	1,977	1,630	64,062	59,251	1,574	2
	a	2,529	2,602	1,548	1,565	52,123	47,907	1,510	.....
	b	576	561	426	65	11,859	11,291	64	.....
	c	6	6	3	.....	80	53	.....	.....
1-b.....	Shirts, collars and cuffs.....	231	226	88	218	7,546	7,287	216	.....
	a	195	192	72	207	5,991	5,778	205	.....
	b	34	32	16	11	1,504	1,458	11	.....
	c	2	2	.....	.....	51	51	.....	.....
1-c.....	Men's neckwear.....	120	117	40	125	3,171	2,998	125	.....
	a	118	115	48	117	3,078	2,897	117	.....
	b	2	2	1	8	93	101	8	.....
1-d.....	Suspenders & other furnishing goods.(a)	37	36	11	50	1,027	990	57	.....
2-a.....	Dressmaking.....	2,750	2,687	1,168	2,292	93,502	78,868	2,250	.....
	a	2,569	2,497	1,064	2,277	89,331	75,046	2,244	.....
	b	189	189	103	15	4,135	3,816	15	.....
	c	1	1	1	.....	6	6	.....	.....
2-b.....	Women's white goods.....	250	242	103	251	12,108	11,302	240	.....
	a	204	197	81	237	9,911	9,213	235	.....
	b	40	39	17	12	1,819	1,709	12	.....
	d	6	6	2	2	378	380	2	.....
2-c.....	Infants' wear.....	65	64	23	112	2,640	2,540	112	.....
	a	58	57	22	109	2,347	2,293	109	.....
	b	7	7	1	3	293	256	3	.....
2-d.....	Ladies' neckwear, etc.....	134	132	52	320	5,128	4,559	315	.....
	a	133	131	52	320	5,120	4,551	315	.....
	b	1	1	.....	.....	8	8	.....	.....
2-e.....	Corsets, garters, etc.....	110	106	41	105	2,222	2,060	105	.....
	a	105	101	38	99	1,915	1,756	99	.....
	b	5	5	3	6	307	313	6	.....
3.....	Men's hats and caps.....	274	266	198	90	6,428	5,702	102	.....
	a	255	247	189	67	4,928	3,928	67	.....
	b	19	19	9	23	1,800	1,774	35	.....
4-a.....	Artificial feathers and flowers.....	214	213	111	93	5,235	4,262	93	.....
	a	210	205	108	92	5,199	4,225	92	.....
	b	4	4	3	1	36	37	1	.....
4-b.....	Millinery.....	531	524	173	416	11,347	8,569	396	.....
	a	484	482	162	411	10,725	7,972	391	.....
	b	42	42	11	5	621	597	5	.....
5-a.....	Curtains, embroideries, etc.	120	112	36	112	2,050	1,614	108	.....
	a	109	101	32	111	1,747	1,380	107	.....
	b	10	10	3	1	292	223	1	.....
	d	1	1	1	.....	11	11	.....	.....

Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-18 yrs.).						
1,194	131	438	625	1,052	31	3	108	.....	114	378	647	55	.....	.....
207	126	81	.....	162	.....	2	43	.....	68	122	17	.....	.....	.....
143	6	138	.....	105	21	1	16	.....	46	92	6	.....	.....	.....
160	.....	160	.....	160	.....	.....	.....	.....	.....	160	.....	.....	.....	.....
684	.....	59	625	625	10	.....	45	.....	.....	4	625	55	.....	.....
29,142	3,586	12,837	12,725	10,838	634	241	16,808	621	1,441	18,345	9,301	55	2	2
57,677	15,629	33,822	8,226	41,376	407	139	15,523	229	4,275	24,062	28,662	678	15	21
46,397	12,887	27,156	6,371	34,054	338	114	11,775	116	4,137	19,176	22,474	611	11	21
11,227	2,723	6,639	1,865	7,307	69	25	3,713	113	138	4,887	6,135	67	4	.....
53	26	27	.....	18	.....	.....	35	.....	.....	.....	53	.....	.....	.....
7,071	1,017	5,154	900	3,159	53	28	3,736	95	590	3,871	2,596	14	4	2
5,673	925	3,748	900	2,822	41	24	2,650	36	564	2,930	2,065	14	3	2
1,447	92	1,355	.....	332	11	4	1,041	59	26	941	480	.....	1	.....
51	.....	51	.....	5	1	.....	45	.....	.....	.....	51	.....	.....	.....
2,873	733	2,140	.....	715	28	5	2,087	38	774	1,982	117	.....	2	.....
2,780	730	2,050	.....	703	23	5	2,009	37	774	1,889	117	.....	2	.....
93	3	90	.....	12	2	.....	78	1	.....	93	.....	.....	.....	.....
933	181	752	.....	451	26	10	434	12	22	773	138	.....	.....	.....
76,609	12,944	54,004	9,661	38,207	240	57	37,553	552	4,540	55,141	15,944	984	12	15
72,802	11,902	51,548	9,352	36,729	229	53	35,293	498	4,363	53,762	13,727	950	12	15
3,801	1,036	2,456	309	1,477	11	4	2,255	54	177	1,379	2,211	34	.....	.....
6	6	.....	.....	1	.....	.....	5	.....	.....	.....	6	.....	.....	.....
11,053	1,182	6,550	3,321	1,028	59	10	9,682	274	944	9,465	639	5	.....	3
8,978	987	5,102	2,889	909	54	10	7,813	192	544	8,084	345	5	.....	3
1,697	180	1,317	200	102	5	.....	1,520	70	122	1,281	294	.....	.....	.....
378	15	131	232	17	.....	.....	349	12	278	100	.....	.....	.....	.....
2,437	272	2,165	.....	218	10	2	2,111	96	122	2,241	74	.....	.....	3
2,184	245	1,939	.....	206	8	.....	1,886	84	122	2,011	51	.....	.....	3
253	27	226	.....	12	2	2	225	12	.....	230	23	.....	.....	.....
4,244	603	3,318	323	639	54	33	3,443	75	400	3,565	279	.....	1	.....
4,236	595	3,318	323	638	54	33	3,436	75	392	3,565	279	.....	1	.....
8	8	.....	.....	1	.....	.....	7	.....	8	.....	.....	.....	.....	.....
1,564	494	935	535	232	25	6	1,678	23	82	1,807	75	.....	2	.....
1,657	488	634	535	213	20	6	1,409	9	81	1,541	35	.....	2	.....
307	6	301	.....	19	5	.....	269	14	1	266	40	.....	.....	.....
5,600	1,705	2,428	1,467	3,653	49	23	1,853	22	1,160	3,731	709	.....	1	1
3,861	1,618	2,243	.....	2,670	22	9	1,145	15	806	2,397	658	.....	1	1
1,739	87	185	1,467	983	27	14	708	7	354	1,334	51	.....	.....	.....
4,169	934	3,235	.....	595	16	13	3,454	91	1,282	2,843	44	.....	1	1
4,133	923	3,310	.....	590	16	13	3,431	83	1,274	2,815	44	.....	1	1
33	11	25	.....	5	.....	.....	23	8	8	28	.....	.....	.....	.....
8,173	2,537	5,636	.....	1,034	27	4	6,986	122	1,642	6,210	321	.....	2	3
7,581	2,348	5,233	.....	986	26	3	6,457	109	1,481	5,862	238	.....	2	3
592	189	403	.....	48	1	1	529	13	161	348	83	.....	.....	.....
1,506	584	922	.....	383	28	12	1,044	30	454	995	57	.....	2	.....
1,273	528	745	.....	361	24	11	853	24	443	773	57	.....	2	.....
222	45	177	.....	20	4	.....	186	12	11	211	.....	.....	.....	.....
11	11	.....	.....	2	.....	1	5	3	.....	11	.....	.....	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total	14-16 yrs. of age.
NEW YORK CITY—Continued.									
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.—Concluded.									
5-b.....	Quilts, comfortables, etc.....	13	13	5	11	279	285	11	
	a	10	10	4	6	167	168	6	
	b	3	3	1	5	112	117	5	
5-c.....	Umbrellas and parasols.....	48	45	15	71	1,134	1,107	68	
	a	47	44	14	71	1,133	1,106	68	
	b	1	1	1		1	1		
6-a1....	Laundries (non-Chinese).....	958	948	640	212	8,441	8,303	204	
	a	791	782	525	161	6,080	5,975	155	
	b	154	153	107	46	2,148	2,140	44	
	c	10	10	6	6	132	107	6	
	d	3	3	2		81	81		
6-a2....	Chinese laundries.....	800	799	620		1,537	1,504		
	a	569	568	410		1,312	1,281		
	b	231	231	210		225	223		
6-b....	Cleaning and dyeing.....	98	96	50	58	1,759	1,604	58	
	a	65	64	31	49	1,209	1,151	49	
	b	31	30	18	6	282	238	6	
	d	2	2	1	3	268	215	3	
7.....	Clip sorting.....	216	216	131	60	1,797	1,696	59	
	a	185	185	106	56	1,563	1,497	55	
	b	31	31	25	4	234	229	4	
Total—Group IX.....		10,189	10,011	5,491	6,235	231,413	204,519	6,111	2
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	22	22	3	33	514	541	33	
	a	10	10	1	17	250	263	17	
	b	8	8	2	10	162	170	10	
	c	1	1		2	22	24	2	
	d	3	3		4	80	84	4	
1-b....	Sugar and molasses refining.....	11	7		110	2,525	2,635	110	
	a	2	2		3	11	14	3	
	b	4	4		84	1,968	2,052	84	
	c	5	1		23	546	569	23	
1-c.....	Fruits and vegetables (canning and pre- serving).....	50	49	8	168	1,972	1,736	164	
	a	36	35	4	159	1,521	1,308	155	
	b	14	14	4	9	451	428	9	
1-d....	Coffee and spice roasting and grinding.....	71	70	8	305	1,479	1,705	304	
	a	53	53	5	251	780	1,000	251	
	b	17	16	3	53	669	654	52	
	c	1	1		1	50	51	1	
1-e.....	Groceries not otherwise specified.....	40	40	6	362	2,091	2,274	361	
	a	28	28	5	340	1,763	1,952	339	
	b	12	12	1	22	328	322	22	
2.....	Provisions.....	66	65	12	228	2,593	2,711	228	
	a	40	40	8	297	2,151	2,249	297	
	b	26	25	4	21	442	462	21	
3.....	Dairy products.....	15	15	3	28	151	166	28	
	a	10	10	3	13	98	98	13	
	b	5	5		15	53	68	15	

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs.).	Boys (14-16 yrs.).	Wom. (16 yrs. +).	Girls (14-16 yrs.).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
274	55	219		120	2		146	6		141	133			
162	52	110		56	2		98	6		138	24			
112	3	109		64			48			3	109			
1,034	202	837		347	37	3	648	4	42	637	360		1	
1,038	201	837		347	37	3	647	4	42	636	360		1	
1	1						1			1				
8,099	2,904	4,872	323	2,315	61	41	5,637	45	1,425	3,053	3,476	145	2	
5,820	2,168	3,329	323	1,744	54	33	3,952	37	1,003	2,025	2,650	142	1	
2,096	682	1,414		533	7	7	1,541	8	382	930	781	3	1	
102	50	52		23		1	78		40	18	44			
81	4	77		15			66			80	1			
1,504	1,504			1,494	6		4				1,023	481		
1,281	1,281			1,271	6		4				801	480		
223	223			223							222	1		
1,546	405	689	452	782	4	2	753	5	60	681	798	7		
1,102	260	592	250	469	2	2	624	5	45	554	496	7		
232	135	97		162			70		15	127	90			
212	10	202		151	2		59				212			
1,637	1,083	554		881	6	3	739	8	9	397	1,225	6	4	4
1,412	933	479		771	4	3	630	4	9	279	1,118	6	4	4
225	150	76		110	2		109	4		118	107			
198,408	44,968	128,232	25,208	77,632	1,138	391	97,511	1,736	17,823	121,595	56,670	2,320	49	53
508	92	416		458			50		13	45	360	90		
246	32	214		198			48		13	6	139	88		
180	50	110		160						39	119	2		
22		22		20			2				22			
80	10	70		80							80			
2,525	11	45	2,469	2,424	17	3	81			14	2,036	475		
11	11		7	7	3		1			11				
1,968		45	1,923	1,888			80				1,968			
546			546	529	14	3				3	68	475		
1,572	274	1,298		602	12	4	931	23	161	1,168	243			
1,153	171	982		451	3	3	679	17	153	772	228			
419	103	316		151	9	1	252	6	8	396	15			
1,401	388	557	456	904	15	1	481		305	765	331			
749	306	443		476	5		268		291	266	192			
602	82	64	456	408	10	1	183		14	499	89			
50		50		20			30				50			
1,913	113	1,395	405	1,006	49	13	824	21	301	825	787			
1,613	73	1,135	406	837	42	3	712	19	249	712	652			
300	40	260		169	7	10	112	2	52	113	135			
2,483	290	1,237	956	2,374	8		101		49	359	2,008	67		
2,042	180	906	953	1,933	8		101		24	266	1,750	2		
441	110	331		441					25	93	258	65		
138	114	24		123	8	1	6		59	22	45	12		
85	61	24		79	2		4		44	22	7	12		
53	53			44	6	1	2		15		38			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Continued.									
X. FOOD, LIQUORS AND TOBACCO— Continued.									
4-a.....	Macaroni and other food pastes.....	39	39	25	27	551	511	27	
	a	22	22	12	5	153	153	5	
	b	16	16	13	17	275	267	17	
	c	1	1		5	123	91	5	
4-b.....	Crackers and biscuits.....	40	39	16	147	3,391	3,427	147	
	a	50	29	9	147	3,252	3,314	147	
	b	10	10	7		139	113		
4-c.....	Bread and other bakery products.....	2,378	2,362	1,315	104	9,149	8,966	102	
	a	1,396	1,385	700	50	5,890	5,729	48	
	b	823	819	517	53	2,808	2,826	53	
	c	114	113	70	1	348	316	1	
	d	45	45	28		103	95		
4-d.....	Confectionery and ice cream.....	321	319	135	504	8,651	8,006	490	
	a	248	247	105	432	6,851	6,397	418	
	b	69	68	29	72	1,783	1,601	72	
	c	3	3			16	7		
	d	1	1	1		1	1		
5-a.....	Artificial ice.....	30	29	4	14	440	410	13	
	a	14	14	2	8	240	237	3	
	b	10	9	1	4	148	140	3	
	c	5	5	1	1	44	26	1	
	d	1	1		1	8	7	1	
5-b.....	Cider, grape juice, etc.....(b)	3	3	1		22	20		
5-c.....	Mineral and soda waters.....	117	116	58	91	1,124	1,081	91	
	a	78	77	38	87	890	839	87	
	b	35	35	18	2	209	195	2	
	c	2	2		2	16	13	2	
	d	2	2	2		9	4		
5-d.....	Malt.....(a)	2	2		11	111	122	11	
5-e.....	Malt liquors.....	127	125	16	425	4,746	5,056	421	
	a	65	65	10	245	2,889	3,061	244	
	b	48	43	4	142	1,382	1,489	139	
	c	14	13	2	25	299	317	25	
	d	6	4		13	176	189	13	
5-f.....	Vinous and distilled liquors.....	37	37	4	126	368	459	124	
	a	33	33	4	120	348	433	118	
	b	4	4		6	20	26	6	
5-g.....	Miscellaneous bottling.....	12	12	3	13	90	103	13	
	a	8	8	2	13	65	78	13	
	b	4	4	1		25	25		
6-a.....	Tobacco and snuff.....	9	9	1	1	144	137	1	
	a	8	8	1	1	140	133	1	
	d	1	1			4	4		
6-b.....	Cigars.....	548	541	267	412	23,103	20,695	355	2
	a	408	404	182	397	21,760	19,475	340	2
	b	128	125	79	14	1,239	1,129	14	
	c	9	9	5	1	91	30	1	
	d	3	3	1		13	11		

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Continued.

New York City.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illiterate.
484	77	407		353	4		124	3	10	243	161	70		
148	43	105		100	4		42	2	9	118	21			
250	34	216		183			66	1	1	125	124			
86		86		70			16				16	70		
3,280	142	1,005	2,133	1,744	29	13	1,448	46	14	890	2,374	2		
3,167	104	930	2,133	1,662	25	8	1,428	44	14	813	2,338	2		
113	38	75		82	4	6	20	2		77	36			
8,864	7,585	1,279		8,698	48	25	92	1	164	595	8,009	96	1	1
5,681	5,029	652		5,597	16	6	61	1	94	297	5,213	77		1
2,773	2,170	603		2,692	32	18	31		70	297	2,387	19	1	
315	291	24		314		1				1	314			
95	95			95							95			
7,516	889	3,243	3,384	3,214	96	17	4,001	188	761	2,324	4,405	26	8	
5,979	660	2,516	2,803	2,564	66	4	3,242	103	650	1,711	3,600	18	8	
1,529	221	727	581	643	30	13	758	85	111	609	801	8		
7	7			6			1			3	4			
1	1			1						1				
397	213	184		397							124	273		
229	122	107		229							45	184		
157	60	77		157							71	66		
25	25			25							8	17		
6	6			6								6		
20	20			18			2				20			
990	473	517		974	10	4		2	11	146	831	2		
782	305	477		772	7	2		1	10	135	635	2		
193	153	40		187	3	2		1	1	11	181			
11	11			11							11			
4	4			4							4			
111		111		108	1		2			3	68	40		
4,635	534	3,180	921	4,584	18	3	30		313	2,374	1,947	1		
2,817	202	1,394	921	2,799	16	1	1		183	1,296	1,338			
1,350	220	1,130		1,317	2	2	29		130	745	475			
292	93	199		292						248	44			
176	19	157		176						85	90	1		
335	236	99		311	1		23		120	137	78			
315	216	99		291	1		23		113	137	65			
20	20			20					7		13			
90	90			90						28	49	13		
65	65			65						19	33	13		
25	25			25						9	16			
136	47	89		59	1		73	3	6	114	16			
132	43	89		55	1		73	3	6	114	12			
4	4			4							4			
20,340	2,075	7,516	10,749	9,175	52	17	11,035	61	6,367	11,554	2,419		6	1
19,135	1,520	7,198	10,417	8,431	45	15	10,594	50	5,641	11,098	2,396		6	
1,115	500	283	332	706	7	2	391	9	654	438	23			
79	44	35		30			47	2	61	18				1
11	11			8			3		11					

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY. a=Boroughs of Manhattan and The Bronx. b=Borough of Brooklyn. c=Borough of Queens. d=Borough of Richmond.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
NEW YORK CITY—Concluded.									
6-c.	X. FOOD, LIQUORS AND TOBACCO—Con.								
	Cigarettes.....	49	49	20	64	3,392	2,938	64	
	a.....	46	46	19	64	3,335	2,886	64	
	b.....	2	2	1		7	7		
	c.....	1	1			50	45		
	Total—Group X.....	3,987	3,950	1,905	3,173	66,607	63,699	3,087	2
XI. WATER, LIGHT AND POWER.									
1.	Water.....	8	8			72	72		
	b.....	2	2			39	39		
	c.....	3	3			18	18		
	d.....	3	3			15	15		
2	Gas.....	32	29		58	2,322	2,161	58	
	a.....	12	12		33	1,465	1,354	33	
	b.....	11	11		13	553	566	13	
	c.....	8	5		8	295	229	8	
4.	Electric light and power..	1	1		4	8	12	4	
	a.....	86	85		523	2,445	2,962	523	
	b.....	49	49		305	1,368	1,668	305	
	c.....	25	25		214	872	1,085	214	
5.	Steam heat and power.	9	9		4	154	158	4	
	a.....	2	2			51	51		
	b.....	144	144	1	8	63	625	8	
	c.....	131	131	1	4	597	519	4	
6.	Garbage disposal.....	11	11		4	96	100	4	
	a.....	2	2			6	6		
	b.....	7	7			81	79		
	c.....	1	1			22	22		
		2	2			37	37		
		4	4			22	20		
	Total—Group XI.....	277	273	1	589	5,559	5,896	589	
XII. BUILDING INDUSTRY.									
a.	Carpenters' shops.....	135	135	78	14	1,067	687	12	
	a.....	108	108	66	12	739	472	10	
	b.....	27	27	12	2	331	215	2	
b.	Paint shops.....	39	39	26	22	265	237	22	
	a.....	35	35	26	22	222	194	22	
	b.....	4	4			43	43		
c.	Plumbers' shops.....	22	22	1	77	187	240	77	
	a.....	15	15		72	169	217	72	
	b.....	6	6	1	2	16	18	2	
	d.....	1	1		3	2	5	3	
	Total—Group XII.....	196	196	105	113	1,519	1,164	111	
	Total—New York City.....	25,911	25,595	12,553	32,532	624,098	584,564	32,08	61
ROCHESTER.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.	Crushed stone.....	5	4		2	110	86	2	
2-a.	Asbestos, graphite, etc.....	1	1		3	9	12	3	
3-a.	Asphalt.....	2	2			28	28		

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Continued.

New York City-Rochester.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illiterate.
2,874	207	701	1,966	1,075	8		1,778	13	544	2,245	85			1
2,822	200	666	1,966	1,052	8		1,751	11	542	2,240	40			1
7	7			3			2	2	2	5				
45		45		20			25				45			
60,612	13,870	23,303	23,439	38,691	377	101	21,082	361	9,198	23,851	26,396	1,167	15	3
72	39	33		72					39	7		26		
39	6	33		39					39					
18	18			18								18		
15	15			15						7		8		
2,103	80	874	1,149	2,103							634	1,469		
1,321	31	341	949	1,321							426	895		
553	20	533		553								553		
221	21		200	221							200	21		
8	8			8							8			
2,439	473	1,005	961	2,435		1	3		784	633	879	143		
1,363	314	319	730	1,363					403	109	725	126		
871	109	531	231	867		1	3		381	365	120	6		
154	43	111		154						115	34	5		
51	7	44		51						44		7		
617	344	273		617					48	103	346	120		
515	320	195		515					48	103	273	91		
98	18	78		98							73	23		
6	6			6								6		
79	57	22		74	3	2			26	16	37			
22		22		20	1	1			22					
37	37			34	2	1					37			
20	20			20					4	16				
5,310	993	2,207	2,110	5,301	3	3	3		897	759	1,896	1,758		
675	570	105		667	7	1			534	127	13	1		
462	435	27		458	6				427	21	13	1		
213	136	78		211	1	1			107	106				
215	132	83		212	2		1		87	88	40			
172	116	56		169	2		1		80	58	34			
43	16	27		43					7	30	6			
163	89	74		158	3	2			14	96	53			
145	71	74		142	2	1			14	88	43			
16	16			14	1	1				6	10			
2	2			2						2				
1,053	791	262		1,037	12	3	1		635	311	106	1		
552,475	112,361	291,801	148,313	357,865	9,955	2,788	177,928	3,939	65,152	316,225	164,608	6,490	108	66
84	26	58		84					84					
9	9			1			8				9			
28	28			28							28			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		OFFICE FORCE.		
					Office help.	Shop force.	Grand total.	Total.	14-16 yrs. of age.
ROCHESTER—Continued.									
I. STONE, CLAY AND GLASS PRODUCTS— Continued.									
4-b....	Terra cotta and fire clay products....	2	2	1	2	105	102	2	.....
5-a....	Building glass.....	5	4	3	2	36	33	2	.....
5-d....	Bottles and jars.....	1	1	.....	2	100	102	2	.....
Total—Group I.....		16	14	4	11	388	363	11	.....
II. METALS, MACHINES AND CON- VEYANCES.									
1-a....	Silver and plated ware.....	1	1	.....	3	111	114	3	.....
1-c....	Gold, silver and aluminum leaf.....	1	1	1	.....	12	12	.....	.....
1-e....	Jewelry, gold pens, etc.....	4	4	2	2	28	30	2	.....
2-e....	Brass and bronze castings.....	2	2	.....	5	160	165	5	.....
2-e....	Brass and bronze ware n. e. s.....	7	6	1	8	247	234	8	.....
2-f....	Sheet metal work.....	26	22	10	48	831	870	48	.....
2-g....	Metal goods not elsewhere specified...	11	11	7	9	247	246	9	.....
3-b....	Pig iron.....	2	2	.....	.....	38	35	.....	.....
3-g....	Hardware not elsewhere specified.....	6	6	1	6	146	142	6	.....
3-h....	Cutlery.....	4	4	3	.....	22	22	.....	.....
3-i....	Tools and dies.....	12	12	10	2	167	163	2	.....
3-n....	Wire work not elsewhere specified.....	2	2	1	3	41	44	3	.....
3-p....	Car wheels and railway equipment....	1	1	.....	6	120	126	6	.....
3-q....	Architectural and ornamental iron work.....	2	2	1	.....	37	33	.....	.....
3-r....	Cooking and heating apparatus.....	4	4	.....	11	305	258	11	.....
3-t....	Stationary engines, boilers, etc.....	9	9	5	4	95	99	4	.....
3-u....	Machinery not elsewhere classified...	45	44	20	38	1,613	1,578	38	.....
3-v....	Castings.....	8	8	.....	10	530	516	10	.....
4-a....	Telegraph, telephone and fire alarm ap- paratus.....	5	5	2	43	1,844	1,887	43	2
4-e....	Dynamos, motors and electrical sup- plies.....	8	8	1	18	274	274	18	.....
5-a....	Carriages, wagons and sleighs.....	21	20	14	23	919	917	23	.....
5-d....	Motor vehicles.....	3	3	.....	3	27	30	3	.....
5-g....	Railway repair shops.....	5	5	.....	4	258	252	4	.....
7....	Agricultural implements.....	2	2	1	1	40	29	1	.....
8-a....	Professional and scientific instruments.	4	4	.....	16	291	299	16	.....
8-b....	Optical and photographic apparatus...	12	10	3	187	3,056	3,243	187	.....
8-c....	Lamps, reflectors, stereopticons, etc...	7	6	1	15	618	611	15	.....
8-e....	Scales, meters, phonographs, etc.....	3	3	2	8	70	78	8	.....
Total—Group II.....		217	207	86	473	12,147	12,307	473	2
III. WOOD MANUFACTURES.									
2-a....	House trim.....	33	30	11	29	1,006	989	29	.....
2-b....	Packing boxes, crates, etc.....	6	5	.....	5	292	226	5	.....
2-c....	Cigar and fancy wood boxes.....	2	2	2	.....	19	14	.....	.....
3....	Cooperage.....	3	2	.....	3	85	77	2	.....
4-c....	Wooden toys and novelties.....	4	4	4	1	23	22	1	.....
4-e....	Other articles and appliances of wood.	18	17	15	7	185	173	7	.....
5-a....	Furniture and upholstery.....	22	21	5	26	1,361	1,255	26	.....
5-b....	Caskets.....	2	2	.....	7	168	175	7	.....
5-e....	Store, office and kitchen fixtures.....	6	5	3	86	604	690	86
5-d....	Mirror and picture frames.....	7	7	2	8	244	213	6

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Continued.

Rochester.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
100		100		100							100			
31	31			28	2	1				27	4			
100		100		95	5						100			
352	94	258		336	7	1	8		84	27	241			
111		111		100			11				111			
12	12			7			5			12				
28	28			25		1	2			28				
160		160		155	4	1				130	30		1	
226	35	191		217	9					120	106			
822	113	493	216	672	16	6	125	3	188	238	396			
237	30	207		134	3	4	91	5	23	156	58			
35	5	30		35							35			
136	3	133		128	3	1	4			99	37			
22	22			22						5	17			
161	66	95		158	3					88	73			
41	16	25		41						41				
120		120		120							120			
33	6	27		33						33				
247	2	245		247						55	192			
95	64	31		95						95				
1,540	208	1,034	298	1,536	2	2			50	1,478	12			
506	8	498		498	6	2				506				
1,844	22		1,822	1,472	30	16	320	6	6	1,838				
256	69	187		231	12	7	6		98	142	16			
894	120	81	693	891	3					855	39			
27	27			27						18	9			
248		248		248						90	158			
28	6	22		28						22	6			
283	8	275		162	13	9	99			254	29			
3,056	10	752	2,294	1,996	265	105	643	47		2,944	112			
596	17	281	298	507	66	9	14			242	354			
70	14	56		43			27			70				
11,834	911	5,302	5,621	9,828	435	163	1,347	61	365	9,559	1,910		1	
960	83	877		951	7	2			14	900	46			
221	20	201		200	17		4				221			
14	14			6	4		4			14				
75		75		75					50	25				
21	21			19		1	1		10	3	8			
166	87	79		163	1	1	1		6	118	42			
1,229	57	825	347	1,155	60	7	7			112	1,117			
168		168		154	2		12				168			
604	11	38	555	493	18	5	85	3		598	6			
207	41	166		182		1	24			7	200			

MENT OF LABOR.

Continued.

Rochester.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
20	20			20						15	5			
139	29	110		138	1					92	47			
34		34		32	1	1				34				
28		28		14			14				28			
43		43		36	2		5				43			
13,929	383	2,644	902	3,638	113	18	157	3	80	1,918	1,931			
10	10			9			1				10			
86	43	43		41	2	1	42			29	57			
25	4	21		24		1				5	20			
104	29	75		70			34		4	4	96			
171	12	159		143	7	1	20			5	166			
6,115	115	2,608	3,392	3,305	328	107	2,307	68	54	3,712	2,349			
17	17			9			8		3	14				
46	46			36			10				46			
25	25			13			12			25				
1,078		317	761	352	51	14	638	23		1,078				
26	6	20		20			6			20	6			
17	17			7			10			5	12			
7,720	324	3,243	4,153	4,029	388	124	3,088	91	61	4,897	2,762			
26	26			17	1		8		6	10	10			
2	2						2		2					
90	32	58		43			47			76	14			
6	6			1			5			6				
141	26	115		104			36	1		70	71			
7	7			7							7			
3	3			3					3					
245			245	241	4					245				
112	18	94		22			89	1		76	36			
6	6			6							6			
18	18			16			2			18				
656	144	267	245	460	5		189	2	11	501	144			
4	4			4							4			
623	50	573		155	1	1	454	12	9	602	12			
31	8	23		12			19			27	4			
55	25	30		33	2		20		3	43	9		1	
1,206	200	1,006		903	29	22	250	2	82	1,124				
140	15	125		69	20	4	47			139	1			
559	31	179	349	423	16	2	118		15	544				
97	2	95		55			42			97				
2,715	335	2,031	349	1,654	68	29	950	14	109	2,576	30		1	
45	24	21		33			12			18	27			
91		91		50			40	1			91			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
ROCHESTER—Continued.									
VIII. TEXTILES—Concluded.									
4.....	Hosiery and knit goods.....	1	1	.....	8	264	272	8	.....
5-a.....	Dyeing, finishing, etc.....	1	1	1	.....	3	3	.....	.....
5-b.....	Upholstery goods.....	3	3	.....	10	302	312	10	.....
Total—Group VIII.....		11	11	3	22	709	727	22	.....
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.									
1-a.....	Tailoring.....	810	398	357	206	9,395	9,074	193	2
1-b.....	Shirts, collars and cuffs.....	5	3	3	1	29	28	1	.....
1-c.....	Men's neckwear.....	8	4	2	11	167	169	10	.....
2-a.....	Dressmaking.....	244	147	139	7	904	807	7	.....
2-b.....	Women's white goods.....	4	2	.....	1	48	40	1	.....
2-e.....	Corsets, garters, etc.....	8	4	3	.....	12	12	.....	.....
3.....	Men's hats and caps.....	7	4	6	.....	14	14	.....	.....
4-a.....	Artificial feathers and flowers.....	3	2	2	.....	7	7	.....	.....
4-b.....	Millinery.....	101	55	44	.....	493	424	.....	.....
5-a.....	Curtains, embroideries, etc.....	3	2	2	.....	6	5	.....	.....
6-a1....	Laundries (non-Chinese).....	17	16	10	37	1,049	1,063	37	.....
6-a2....	Chinese laundries.....	1	1	1	.....	2	2	.....	.....
6-b.....	Cleaning and dyeing.....	7	4	2	5	24	29	5	.....
7.....	Clip sorting.....	9	9	6	7	146	153	7	.....
Total—Group IX.....		1,227	651	577	275	12,296	11,827	261	2
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	11	10	1	14	132	122	14	.....
1-c.....	Fruits and vegetables (canning and preserving).....	6	6	.....	28	1,234	773	28	.....
1-d.....	Coffee and spice roasting and grinding.....	3	3	2	6	83	89	6	.....
1-e.....	Groceries not otherwise specified.....	8	8	2	67	394	223	49	.....
2.....	Provisions.....	2	2	.....	2	43	20	2	.....
3.....	Dairy products.....	1	1	.....	3	23	26	3	.....
4-a.....	Macaroni and other food pastes.....	3	3	2	.....	36	36	.....	.....
4-c.....	Bread and other bakery products.....	73	69	51	2	160	160	2	.....
4-d.....	Confectionery and ice cream.....	11	11	4	18	615	424	18	.....
5-b.....	Cider, grape juice, etc.....	1	1	.....	1	56	12	1	.....
5-c.....	Mineral and soda waters.....	3	2	1	1	24	25	1	.....
5-d.....	Malt.....	1	1	.....	1	29	30	1	.....
5-e.....	Malt liquors.....	10	8	.....	47	352	399	47	.....
5-f.....	Vinous and distilled liquors.....	3	3	.....	44	103	147	44	.....
6-a.....	Tobacco and snuff.....	2	2	1	3	57	60	3	.....
6-b.....	Cigars.....	90	50	45	.....	279	253	.....	.....
6-c.....	Cigarettes.....	2	1	.....	.....	4	3	.....	.....
Total—Group X.....		230	181	109	237	3,624	2,802	219	.....
XI. WATER, LIGHT AND POWER DIS- TRIBUTION.									
1.....	Water.....	1	1	.....	.....	8	8	.....	.....
2.....	Gas.....	1	1	4	98	102	4
4.....	Electric light and power.....	5	5	105	105
Total—Group XI.....		7	7	4	211	215	4

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Continued.

Rochester.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
264 3 302	..... 3 .....	..... ..... 302	264	14 3 50	..... ..... 9	..... ..... 3	250 236	..... ..... 4	..... ..... .....	264 119	..... 3 183	...............	...............	...............
705	27	414	264	150	9	3	538	5	.....	401	304	.....	.....	.....
8,881 27 159 800	2,472 27 17 701	4,093 142 99	2,316	4,183 5 27 73	131 1	55 1	4,357 22 131 710	155 1 15	185	8,316 27 159 527	380 261	..... ..... ..... 12	4...............	....................
39 12 14 7	11 12 14 7	28 ..... ..... .....	..... ..... ..... .....	4 1 9	..... ..... 1	..... ..... .....	34 11 4 7	1	1	38 12 11 7	..... ..... 3.....	....................	....................	....................
424 5 1,026	218 5 60	206 371	..... ..... 595	25 185	..... ..... 1	..... ..... .....	389 5 835	10 5	..... ..... 62	226 5 936	198 28	..... ..... .....	1 2	...............
2 24 146	2 24 55	..... ..... 91	..... ..... .....	2 12 78	..... ..... .....	..... ..... .....	..... 12 68	..... ..... .....	..... ..... .....	..... ..... 32	2 24 114	...............	...............	...............
11,566	3,625	5,030	2,911	4,604	134	56	6,585	187	248	10,296	1,010	12	7	.....
108 745 83 174	56 17 7 14	52 154 76 160	..... 574	108 236 56 55	..... 4 ..... .....	..... 1 ..... .....	..... 499 27 117	..... 5 2	..... ..... 28	..... 6 1 84	108 739 82 62	....................	....................	....................
18 23 36 158	18 36 158	..... 23 ..... .....	..... ..... ..... .....	18 23 23 150	..... ..... 2 .....	..... ..... ..... 1	..... ..... 9 7	..... ..... 2 .....	..... ..... 3 .....	..... ..... ..... 158	18 23 33 158	....................	....................	....................
406 11 24 29	46 11 24	360 29	..... ..... ..... .....	138 11 23 29	19 ..... ..... .....	..... ..... 1	245	4 ..... ..... .....	..... ..... ..... .....	269 19 29	137 11 5.....	....................	....................	....................
352 103 57 253 3	22 18 206 3	330 85 57 47	..... ..... ..... .....	340 76 24 217 1	8 2 5	4 1 12 .....	..... 24 33 19 2	..... ..... ..... ..... .....	..... ..... 253	352 25 57 .....	..... 78 ..... .....	..... ..... ..... .....	..... ..... ..... 1.....	....................
2,583	636	1,373	574	1,528	40	20	982	13	284	842	1,457	.....	1	.....
8 98 105	8 30	..... 98 75	..... ..... .....	8 98 105	..... ..... .....	..... ..... .....	..... ..... .....	..... ..... .....	..... ..... 50	8 52	..... ..... 98 3	...............	...............	...............
211	38	173	.....	211	.....	.....	.....	.....	50	60	101	.....	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
ROCHESTER—Concluded.									
XII. BUILDING INDUSTRY.									
a.....	Carpenters' shops.....	2	2	2	.....	5	5	.....	.....
b.....	Paint shops.....	3	1	2	.....	5	5	.....	.....
c.....	Plumbers' shops.....	16	14	.....	11	350	348	12	.....
Total—Group XII.....		21	17	4	11	360	358	12	.....
Total—Rochester.....		2,085	1,411	927	1,953	45,444	44,528	1,912	4
SCHENECTADY.									
I. STONE, CLAY AND GLASS PRODUCTS.									
1-a.....	Crushed stone.....	1	1	.....	2	20	22	2	.....
1-b.....	Cut stone.....	3	3	.....	3	28	32	3	.....
2-a.....	Asbestos, graphite, etc.....	2	2	.....	8	255	263	8	.....
2-c.....	Plaster (wall and land).....	1	1	2	.....	4	4	.....	.....
5-d.....	Bottles and jars.....	1	1	.....	3	105	108	3	.....
Total—Group I.....		8	8	2	16	413	429	16	.....
II. METALS, MACHINES AND CON- VEYANCES.									
2-f.....	Sheet metal work.....	4	4	.....	7	51	56	7	.....
3-u.....	Machinery not otherwise classified....	2	2	1	.....	11	11	.....	.....
4-c.....	Dynamos, motors and electrical sup- plies.....	33	1	.....	1,540	11,071	12,611	1,540	18
5-a.....	Carriages, wagons and sleighs.....	5	5	6	.....	26	26	.....	.....
5-f.....	Locomotives.....	2	1	.....	150	4,807	4,957	150	8
5-g.....	Railway repair shops.....	3	3	.....	4	97	101	4	.....
7.....	Agricultural implements.....	1	1	.....	17	179	196	17	.....
Total—Group II.....		50	17	7	1,718	16,242	17,958	1,718	26
III. WOOD MANUFACTURES.									
2-a.....	House trim.....	4	4	1	11	119	130	11	.....
5-a.....	Furniture and upholstery.....	3	3	2	.....	13	13	.....	.....
7-c.....	Brooms.....	1	1	1	.....	18	18	.....	.....
Total—Group III.....		8	8	4	11	150	161	11	.....
IV. LEATHER AND RUBBER GOODS.									
2.....	Furs and fur goods.....	1	1	1	.....	2	2	.....	.....
3-b.....	Saddlery and harness.....	3	3	1	.....	9	9	.....	.....
3-g.....	Canvas and sporting goods.....	1	1	.....	.....	3	3	.....	.....
4.....	Rubber and gutta percha goods.....	1	1	.....	1	9	10	1	.....
Total—Group IV.....		6	6	2	1	23	24	1	.....
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	1	1	.....	10	18	28	10	.....
6.....	Soap, perfumery and cosmetics.....	1	1	1	.....	1	1	.....	.....
Total—Group V.....		2	2	1	10	19	29	10	.....
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	1	1	1	.....	16	16	.....	.....
2-c.....	Other paper goods.....	1	1	.....	4	36	40	4	.....
3-a.....	Printing and publishing.....	10	10	7	31	91	122	31	.....
3-b.....	Bookbinding and blank book making..	1	1	1	2	2
Total—Group VII.....		13	13	9	35	145	180	35

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Continued.

Rochester-Schenectady.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (19 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illiterate.
5	5			5					3		2			
5	5			5					5					
336	61	275		336					336					
346	71	275		346					344		2			
42,617	6,588	21,010	15,019	26,784	1,199	414	13,844	376	1,636	31,077	9,791	113	10	
20		20		20							20			
29	29			29					29					
255		52	203	47			208			255				
4	4			4							4			
105		105		60	10		35				105			
413	33	177	203	160	10		243		20	255	129			
49	26	23		49					26	23				
11	11			11							11			
11,071			11,071	9,937	240	20	874			11,071				
26	26			26							26			
4,807			4,807	4,711	96					4,807				
97		97		97							72	25		
179		179		179						179				
16,240	63	209	15,878	15,010	336	20	874		26	16,080	109	25		
119	33	86		119							119			
13	13			12		1				1	12			
18	18			18							18			
150	64	86		149		1				1	149			
2	2			1			1				2			
9	9			9							9			
3	3			3						3				
9	9			9							9			
23	23			22			1			3	20			
18	18			14			4		18					
1	1			1							1			
1	19			15			4		18		1			
16	16			3	1		12				16			
36		36		19			17			36				
91	35	56		83	1		7		31	60				
2	2			1			1			2				
145	53	92		106	2		37		31	98	16			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
SCHENECTADY—Concluded.									
VIII. TEXTILES.									
2-c.....	Woolens and worsteds.....	1	1	.....	2	14	16	2	.....
4.....	Hosiery and knit goods.....	1	1	.....	3	188	191	3	.....
Total—Group VIII.....		2	2	.....	5	202	207	5	.....
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.									
1-a.....	Tailoring.....	25	25	22	.....	52	52	.....	.....
1-b.....	Shirts, collars and cuffs.....	1	1	1	.....	9	9	.....	.....
2-a.....	Dressmaking.....	2	2	.....	1	37	38	1	.....
2-b.....	Women's white goods.....	1	1	.....	4	200	180	4	.....
4-b.....	Millinery.....	9	9	4	4	68	67	4	.....
6-a1....	Laundries (non-Chinese).....	8	8	5	3	72	75	3	.....
6-a2....	Chinese laundries.....	17	17	17	.....	25	25	.....	.....
6-b.....	Cleaning and dyeing.....	2	2	1	1	9	10	1	.....
Total—Group IX.....		65	65	50	13	472	456	13	.....
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereals.....	3	3	3	4	16	20	4	.....
4-c.....	Bread and other bakery products.....	38	35	26	.....	108	108	.....	.....
4-d.....	Confectionery and ice cream.....	5	5	2	.....	24	20	.....	.....
5-e.....	Malt liquors.....	1	1	.....	.....	2	2	.....	.....
5-g.....	Miscellaneous bottling.....	6	6	4	3	25	28	3	.....
6-b.....	Cigars.....	19	19	19	.....	74	74	.....	.....
6-c.....	Cigarettes.....	1	1	1	.....	2	2	.....	.....
Total—Group X.....		73	70	55	7	251	254	7	.....
XI. WATER, LIGHT AND POWER.									
2.....	Gas.....	1	1	.....	2	16	18	2	.....
4.....	Electric light and power.....	2	2	.....	2	26	28	2	.....
Total—Group XI.....		3	3	.....	4	42	46	4	.....
Total—Schenectady.....		230	194	130	1,820	17,959	19,744	1,820	26
SYRACUSE.									
I. STONE, CLAY AND GLASS PRODUCTS.									
3-c.....	Plaster (wall and land).....	3	3	1	4	68	72	4	.....
3-d.....	Sifted sand and mortar.....	1	1	.....	.....	5	5	.....	.....
3-e.....	Artificial stone.....	2	2	2	3	26	29	3	.....
3-f.....	Plaster casts and ornaments.....	2	2	1	1	27	28	1	.....
4-a.....	Building brick.....	1	1	.....	1	70	71	1	.....
4-c.....	Pottery products.....	3	2	1	14	402	399	9	.....
Total—Group I.....		12	11	5	23	598	604	18	.....
II. METALS, MACHINES AND CON- VEYANCES.									
1-a.....	Silver and plated ware.....	2	2	2	3	38	41	3	.....
1-e.....	Jewelry, gold pens, etc.....	1	1	1	.....	4	4	.....	.....
2-a.....	Smelting and refining.....	1	1	3	1	3	4	1	.....
2-c.....	Brass and bronze castings.....	4	2	2	3	111	114	3	.....
2-d.....	Gas and electric fixtures.....	1	1	1	.....	10	10	.....	.....
2-e.....	Brass and bronze ware.....	4	4	2	4	64	68	4	.....

Continued.

Schenectady-Syracuse.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un- der 14 yrs.	Illit- erate.
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						
14 188	14	188 .....	.....	7 70	..... 3	.....	7 115	.....	.....	.....	14 188	.....	.....
202	14	188	.....	77	3	.....	122	.....	.....	.....	202	.....	.....
52 9 37 176	52 9 17	..... ..... 20 176	.....	46 1 7 15	..... ..... ..... 1	.....	6 8 30 160	.....	2 ..... ..... .....	..... ..... 37	50 9 176	.....	.....
63 72 25 9	63 49 25 9	..... 23 .....	.....	..... 24 25 9	.....	.....	63 48	.....	..... ..... ..... .....	..... 37 23	26 49 7 9	..... 18 .....	.....
443	224	219	.....	127	1	.....	315	.....	2	97	326	18	.....
16 108 20 2	16 108 20 2	..... ..... ..... .....	.....	16 97 18 2	..... 2 .....	.....	..... 9 2	.....	..... ..... ..... .....	..... ..... ..... .....	16 108 20 2	..... 2	.....
25 74 2	25 74 2	..... ..... .....	.....	25 65 2	..... 5	3	1	.....	..... 74 2	..... ..... .....	25 .....	.....	.....
247	247	.....	.....	225	7	3	12	.....	76	.....	171	2	.....
16 26	16 6	..... 20	.....	16 26	.....	.....	.....	.....	..... 6	..... .....	16	20	.....
42	22	20	.....	42	.....	.....	.....	.....	6	.....	16	20	.....
17,924	762	1,081	16,081	15,933	359	24	1,608	.....	188	16,534	1,139	63	2
68 5 26	15 5 26	53 .....	.....	66 5 26	2 .....	.....	.....	.....	..... ..... .....	..... 9	68 5 17	.....	.....
27 70 390	27 .....	..... 70 20	..... 370	27 70 172	..... 17	21	172	8	..... ..... 217	10	17 70 173	.....	.....
586	73	143	370	366	19	21	172	8	.....	236	350	.....	.....
38 4 3 111	7 4 3	31 .....	..... 111	33 4 3 110	..... ..... 1	2	3	.....	..... ..... 77	..... 4 3	38 34	.....	.....
10 64	10 11	..... 53	.....	10 62	.....	.....	2	.....	..... .....	..... 2	10 62	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
	SYRACUSE—Continued.								
	II. METALS, MACHINES AND CONVEY- ANCES—Concluded.								
2-f.....	Sheet metal work.....	9	7	8	12	573	296	11	.....
2-g.....	Metal goods not elsewhere specified...	8	7	4	7	93	100	7	1
3-c.....	Rolling mills and steel works.....	5	4	3	40	1,296	1,336	40	.....
3-d.....	Bridges and structural iron.....	3	2	.....	14	113	127	14	.....
3-g.....	Hardware not elsewhere specified.....	7	5	4	31	835	848	27	.....
3-h.....	Cutlery.....	2	2	1	1	5	6	1	.....
3-i.....	Tools and dies.....	9	8	9	3	127	122	3	.....
3-k.....	Firearms.....	1	1	1	4	60	64	4	.....
3-n.....	Wire work not elsewhere specified....	3	2	3	1	24	21	1	.....
3-p.....	Car wheels and railway equipment....	1	1	1	5	58	63	5	.....
3-q.....	Architectural and ornamental iron work.....	1	1	1	.....	12	12	.....	.....
3-r.....	Cooking and heating apparatus.....	7	7	1	23	229	248	23	1
3-s.....	Typewriting and registering machines.	7	4	.....	62	1,863	1,925	62	1
3-t.....	Stationary engines, boilers, etc.....	13	9	5	9	336	322	9	.....
3-u.....	Machinery not elsewhere classified....	23	17	12	33	587	619	32	.....
3-v.....	Castings.....	8	6	7	16	729	707	15	.....
4-a.....	Telegraph, telephone and fire alarm ap- paratus.....	1	1	.....	3	12	15	3	.....
4-c.....	Dynamos, motors and electrical sup- plies.....	6	5	4	22	159	173	22	1
5-a.....	Carriages, wagons and sleighs.....	4	3	3	6	313	319	6	.....
5-b.....	Blacksmithing and wheelwrighting....	1	1	.....	1	50	31	1	.....
5-c.....	Cycles.....	1	1	1	.....	2	2	.....	.....
5-d.....	Motor vehicles.....	5	3	3	85	1,325	930	70	.....
5-g.....	Railway repair shops.....	1	1	.....	.....	56	56	.....	.....
7.....	Agricultural implements.....	6	3	1	77	626	657	79	.....
8-a.....	Professional and scientific instruments	1	1	1	2	3	5	2	.....
8-c.....	Lamps, reflectors, stereopticons, etc...	2	1	.....	4	176	180	4	.....
8-d.....	Clocks and time recorders.....	5	4	4	23	254	277	23	.....
8-e.....	Scales, meters, phonographs, etc.....	1	1	.....	10	86	96	10	1
	Total—Group II.....	154	119	88	505	10,212	9,798	485	5
	III. WOOD MANUFACTURES.								
2-a.....	House trim.....	1	15	8	7	257	249	7	.....
2-b.....	Packing boxes, crates, etc.....	2	2	4	.....	18	18	.....	.....
2-c.....	Cigar and fancy wood boxes.....	2	1	.....	.....	20	20	.....	.....
3.....	Cooperage.....	3	3	1	.....	22	22	.....	.....
4-e.....	Other articles and appliances of wood.	3	2	2	.....	19	19	.....	.....
5-a.....	Furniture and upholstery.....	9	7	3	13	410	423	13	.....
5-b.....	Caskets.....	2	2	.....	7	138	145	7	.....
5-c.....	Store, office and kitchen fixtures.....	1	1	1	.....	3	3	.....	.....
5-d.....	Mirror and picture frames.....	3	2	4	1	57	58	1	.....
7-c.....	Brooms.....	4	4	.....	3	112	115	3	.....
	Total—Group III.....	48	39	23	31	1,056	1,072	31	.....
	IV. LEATHER AND RUBBER GOODS.								
1.....	Leather.....	1	1	.....	.....	4	4	.....	.....
3-a.....	Belting, washers, etc.....	6	5	2	9	97	97	9	.....
3-d.....	Boots and shoes.....	7	4	1	26	697	707	27	1
3-e.....	Gloves and mittens.....	4	3	4	2	49	51	2	.....

Continued.

Syracuse.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illt-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs.)	Wom (16 yrs. +).	Girls (14-16 yrs).						
285	47	23	215	218	18	3	46	.....	27	9	249	.....	.....	.....
93	68	25	.....	90	3	.....	.....	.....	.....	25	68	.....	.....	.....
1,296	4	150	1,142	1,271	19	6	.....	.....	.....	10	901	385	.....	.....
113	.....	113	.....	113	.....	.....	.....	.....	.....	.....	113	.....	.....	.....
821	7	44	770	681	29	4	107	.....	.....	3	818	.....	.....	.....
5	5	.....	.....	5	.....	.....	.....	.....	.....	.....	5	.....	.....	.....
119	36	83	.....	105	10	2	2	.....	.....	11	108	.....	.....	.....
60	.....	60	.....	60	.....	.....	.....	.....	.....	60	.....	.....	.....	.....
20	20	.....	.....	14	.....	1	5	.....	8	.....	12	.....	.....	.....
58	.....	58	.....	55	1	.....	2	.....	.....	58	.....	.....	.....	.....
12	12	.....	.....	12	.....	.....	.....	.....	.....	.....	12	.....	.....	.....
225	31	194	.....	217	6	2	.....	.....	57	.....	168	.....	.....	.....
1,863	.....	40	1,823	1,754	66	2	41	.....	.....	2	1,861	.....	.....	.....
313	61	252	.....	313	.....	.....	.....	.....	.....	37	276	.....	.....	.....
587	85	502	.....	587	.....	.....	.....	.....	.....	147	440	.....	.....	.....
692	18	301	373	653	25	14	.....	.....	.....	333	359	.....	.....	.....
12	12	.....	.....	12	.....	.....	.....	.....	.....	12	.....	.....	.....	.....
151	30	121	.....	138	2	.....	11	.....	.....	134	17	.....	.....	.....
313	11	.....	302	303	2	.....	8	.....	.....	7	306	.....	.....	.....
30	.....	30	.....	28	2	.....	.....	.....	.....	.....	30	.....	.....	.....
2	2	.....	.....	2	.....	.....	.....	.....	.....	.....	2	.....	.....	.....
860	5	20	835	855	5	.....	.....	.....	.....	.....	860	.....	.....	.....
56	.....	56	.....	56	.....	.....	.....	.....	.....	.....	56	.....	.....	.....
578	.....	183	395	569	8	1	.....	.....	.....	1	577	.....	.....	.....
3	3	.....	.....	2	.....	.....	1	.....	.....	3	.....	.....	.....	.....
176	.....	176	.....	141	9	.....	26	.....	.....	.....	176	.....	.....	.....
254	.....	254	.....	245	3	.....	6	.....	.....	86	168	.....	.....	.....
86	.....	86	.....	47	3	.....	32	4	.....	36	50	.....	.....	.....
9,313	492	2,966	5,855	8,768	212	37	292	4	92	1,060	7,776	385	.....	.....
242	85	157	.....	239	1	.....	2	.....	14	47	181	.....	.....	.....
18	18	.....	.....	18	.....	.....	.....	.....	.....	.....	18	.....	.....	.....
20	.....	20	.....	9	.....	1	10	.....	.....	1	19	.....	.....	.....
22	22	.....	.....	22	.....	.....	.....	.....	.....	22	.....	.....	.....	.....
19	19	.....	.....	19	.....	.....	.....	.....	.....	.....	19	.....	.....	.....
410	19	391	.....	391	12	3	4	.....	.....	5	405	.....	.....	.....
138	.....	138	.....	107	4	2	25	.....	.....	12	126	.....	.....	.....
3	3	.....	.....	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....
57	16	41	.....	49	2	6	.....	.....	.....	5	52	.....	.....	.....
112	.....	112	.....	63	6	5	38	.....	.....	51	61	.....	.....	.....
1,041	182	859	.....	920	25	17	79	.....	14	143	884	.....	.....	.....
4	4	.....	.....	4	.....	.....	.....	.....	.....	.....	4	.....	.....	.....
8	23	65	.....	87	.....	1	.....	.....	.....	1	87	.....	.....	.....
680	10	246	424	358	66	22	226	8	.....	30	650	.....	.....	.....
49	3	46	.....	25	.....	.....	24	.....	.....	.....	49	.....	.....	.....

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
SYRACUSE—Continued.									
IV. LEATHER AND RUBBER GOODS— Concluded.									
3-g.....	Canvas and sporting goods.....	2	2	1	.....	11	11	.....	.....
4.....	Rubber and gutta percha goods.....	3	2	4	1	8	9	1	.....
5-d.....	Mattresses, pillows, etc.....	3	2	.....	2	25	27	2	.....
Total—Group IV.....		26	19	12	40	891	906	41	1
V. CHEMICALS, OILS, PAINTS, ETC.									
1-a.....	Proprietary medicines.....	1	1	2	7	12	19	7	.....
1-b.....	Sodas and other alkalies.....	4	3	.....	6	236	242	6	.....
1-d.....	Other chemicals and drugs.....	2	2	.....	8	42	50	8	.....
2-b.....	Dyes, colors and inks.....	1	1	1	.....	2	2	.....	.....
3.....	Wood alcohol and essential oils.....	2	1	.....	.....	26	26	.....	.....
4.....	Animal oil products.....	8	6	5	15	254	269	15	.....
6.....	Soap, perfumery and cosmetics.....	2	1	1	.....	8	8	.....	.....
Total—Group V.....		20	15	9	36	580	616	36	.....
VII. PRINTING AND PAPER GOODS.									
2-a.....	Paper boxes and tubes.....	7	5	3	3	151	149	3	.....
2-c.....	Other paper goods.....	1	1	1	.....	8	8	.....	.....
3-a.....	Printing and publishing.....	31	26	19	87	464	514	87	.....
3-b.....	Bookbinding and blank book making..	3	3	2	4	48	52	4	.....
3-c.....	Lithographing and engraving.....	6	4	6	6	64	69	5	1
4.....	Wall paper.....	1	1	.....	12	150	162	12	.....
Total—Group VII.....		49	40	31	112	885	954	111	1
VIII. TEXTILES.									
2-a.....	Carpets and rugs.....	1	1	.....	.....	15	15	.....	.....
4.....	Hosiery and knit goods.....	5	3	3	8	476	438	8	.....
Total—Group VIII.....		6	4	3	8	491	453	8	.....
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.									
1-a.....	Tailoring.....	73	59	51	46	1,605	1,623	46	.....
1-b.....	Shirts, collars and cuffs.....	2	2	1	.....	95	95	.....	.....
1-d.....	Suspenders and other furnishing goods.	1	1	.....	.....	12	12	.....	.....
2-a.....	Dressmaking.....	15	13	3	15	853	843	15	.....
2-b.....	Women's white goods.....	1	1	1	.....	11	11	.....	.....
3.....	Men's hats and caps.....	2	1	2	.....	7	7	.....	.....
4-b.....	Millinery.....	11	11	7	2	139	141	2	.....
6-a1....	Laundries (non-Chinese).....	9	8	12	18	203	221	18	.....
6-b.....	Cleaning and dyeing.....	2	2	1	1	10	11	1	.....
7.....	Clip sorting.....	1	1	2	2	30	32	2	.....
Total—Group IX.....		117	99	80	84	2,965	2,996	84	.....
X. FOOD, LIQUORS AND TOBACCO.									
1-a.....	Flour and other cereal products.....	3	2	1	8	41	49	8	.....
1-c.....	Fruits and vegetables (canning and preserving).....	4	4	2	32	389	309	32	.....
1-d.....	Coffee and spice roasting and grinding	1	1	.....	.....	6	6	.....	.....
1-e.....	Groceries not otherwise specified.....	1	1	1	1	20	21	1	.....
3.....	Dairy products.....	1	1	.....	26	40	66	26	.....
4-a.....	Macaroni and other food pastes.....	4	2	1	.....	38	38	.....	.....

Continued.

Syracuse.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
11 8 25	11 8 25	.....	.....	4 4 13	.....	1	6 4 12	.....	.....	.....	11 8 18	.....	.....	.....
865	84	357	424	495	66	24	272	8	.....	46	819	.....	.....	.....
12 236 42 2	12 23 5 2	..... ..... 37 .....	..... 213	4 83 40 1	1 17	1 4	6 119 2 1	..... 13 1	..... ..... 1	7 213 5 1	5 23 37.....	...............	..........	..........
26 254 8	..... 38 8	26 216 .....	..... .....	7 138 8	..... 21 .....	..... 11	19 70 .....	..... 14 .....	..... .....	26 6 .....	..... 185 8	..... 63.....	..........	..........
580	88	279	213	281	39	16	217	27	1	258	258	63	.....	.....
146 8 427	18 8 142	128 285	..... .....	39 7 287	1 1 11	..... ..... 8	89 118	17 3	..... ..... 56	34 371	112 8.....	..........	..........	..........
48 64 150	14 33	34 31 150	..... .....	30 61 79	1 1 38	..... 2 8	17 23	..... ..... 2	..... .....	48 64 33	..... ..... 117	..........	..........	..........
843	215	628	.....	503	53	18	247	22	56	550	237	.....	.....	.....
15 430	15 .....	..... 430	..... .....	15 65	..... 10	..... .....	..... 333	..... 22	..... .....	..... 195	15 235	..........	..........	..........
445	15	430	.....	80	10	.....	333	22	.....	195	250	.....	.....	.....
1,577 95 12 828	359 10 12 57	914 85 771	304	527 8 3 70	27 1	8 1	972 87 7 747	43 11	..... ..... 12	1,366 10 799	211 85 29	..........	..........	..........
11 7 139	11 7 104	..... ..... 35	..... .....	..... 5 1	..... ..... 1	..... ..... .....	8 2 136	3 1	..... .....	11 2 36	..... 5 103	..........	..........	..........
203 10 30	27 10	176 30	..... .....	34 7 20	1	1	165 3 10	2	41 10	86 3	76 7 20	..........	..........	..........
2,912	597	2,011	304	675	30	10	2,137	60	63	2,313	536	.....	.....	.....
41 277 6 20	9 6 6	32 271 20	..... .....	40 124 1 20	..... 5 .....	..... 4	1 142 5 .....	..... 2 .....	..... .....	..... 118 6	9 159 20	32.....	..........	..........
40 38	..... 3	40 35	..... .....	35 19	..... 1	..... .....	5 15	..... 3	..... .....	5 3	..... 35	35.....	..........	..........

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
	SYRACUSE—Concluded.								
	X. FOOD, LIQUORS AND TOBACCO— Concluded.								
4-b.....	Crackers and biscuits.....	1	1	.....	16	108	124	16	.....
4-c.....	Bread and other bakery products.....	68	62	50	81	133	214	81	.....
4-d.....	Confectionery and ice cream.....	10	8	8	8	166	174	8	.....
5-c.....	Mineral and soda waters.....	3	3	4	7	16	23	7	.....
5-d.....	Malt.....	2	2	.....	1	35	36	1	.....
5-e.....	Malt liquors.....	7	6	.....	75	149	221	75	.....
6-b.....	Cigars.....	24	16	13	4	409	344	3	.....
	Total—Group X.....	129	109	80	259	1,550	1,625	258	.....
	XI. WATER, LIGHT AND POWER.								
2.....	Gas.....	2	2	.....	2	123	125	2	.....
4.....	Electric light and power.....	1	1	.....	.....	34	34	.....	.....
	Total—Group XI.....	3	3	.....	2	157	159	2	.....
	Total—Syracuse.....	564	458	331	1,100	19,385	19,183	1,074	7
	TROY								
	I. STONE, CLAY AND GLASS PRODUCTS.								
1-b.....	Cut stone.....	7	7	4	.....	50	38	.....	.....
3-e.....	Artificial stone.....	1	1	.....	1	10	3	1	.....
4-a.....	Building brick.....	5	5	.....	1	160	161	1	.....
4-b.....	Terra cotta and fire clay products.....	3	3	.....	13	127	140	13	.....
	Total—Group I.....	16	16	4	15	347	342	15	.....
	II. METALS, MACHINES AND CON- VEYANCES.								
2-b.....	Copper work.....	2	2	2	.....	7	3	.....	.....
2-c.....	Brass and bronze castings.....	2	2	.....	3	27	28	3	.....
2-e.....	Brass and bronze ware.....	1	1	.....	.....	1	1	.....	.....
2-f.....	Sheet metal work.....	6	6	2	3	65	60	3	.....
2-g.....	Metal goods not elsewhere specified....	1	1	1	.....	10	10	.....	.....
3-c.....	Rolling mills and steel works.....	3	3	1	12	1,395	1,304	12	.....
3-d.....	Bridge and structural iron.....	1	1	.....	6	90	96	6	.....
3-g.....	Hardware not elsewhere specified.....	2	2	.....	2	91	90	2	.....
3-l.....	Tools and dies.....	1	1	.....	.....	18	18	.....	.....
3-m.....	Metal beds and bed springs.....	1	1	.....	.....	7	3	.....	.....
3-n.....	Wire work not elsewhere specified....	2	2	1	1	15	14	1	.....
3-p.....	Car wheels and railway equipment.....	2	2	.....	11	395	406	11	.....
3-r.....	Cooking and heating apparatus.....	4	4	.....	18	341	359	18	.....
3-t.....	Stationary engines, boilers, etc.....	2	2	.....	4	53	54	4	.....
3-u.....	Machinery not otherwise classified....	15	15	10	17	191	196	17	.....
3-v.....	Castings.....	6	6	1	19	695	688	19	.....
4-c.....	Dynamos, motors and electrical sup- plies.....	1	1	.....	7	62	69	7	.....
5-a.....	Carriages, wagons and sleighs.....	12	12	8	5	96	82	5	.....
5-c.....	Cycles.....	2	2	2	.....	6	5	.....	.....
5-g.....	Railway repair shops.....	2	2	.....	1	31	32	1	.....
8-a.....	Professional and scientific instruments.	2	2	.....	14	194	208	14	.....
8-e.....	Scales, meters, phonographs, etc.....	2	2	2	23	20	2
	Total—Group II.....	72	72	28	125	3,813	3,746	125

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Continued.

Syracuse-Troy.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
108		108		70	2		36				108			
133	133			120	1	2	10		1	2	130			
166	24	142		77	2		78	9		44	122			
16	16			11	3	2			1		15			
35	8	27		35					27		8			
146	36	110		145			1		97	49				
341	94	22	225	274	1	10	53	3	261	51	29		3	
1,367	335	807	225	971	15	18	346	17	387	278	635	67	3	
123	8	115		123								123		
34		34		34						34				
157	8	149		157						34		123		
18,109	2,089	8,629	7,391	13,216	469	161	4,095	168	613	5,113	11,745	638	3	
38	38			38					26	12				
2	2			2							2			
160	14	146		160					22		138		1	
127		127		127						37	90			
327	54	273		327					48	49	230		1	
3	3			3					2	1				
25	25			25						15	10			
1	1			1							1			
57	27	30		57					27		30			
10	10			10						10				
1,292	2	30	1,260	1,292						30	1,262			
90		90		90						90				
88	9	79		47	11	2	28			2	88			
18	18			18							18			
3	3			3							3			
13	13			13							13			
395		45	350	395							395			
341	16	75	250	339	2				75	4	262			
50	18	32		50							50			
179	66	113		178			1		1	21	157			
669	10	165	494	669					60	609				
62		62		60	2						62			
77	37	40		77						12	65			
5	5			5							5			
31	9	22		31							22	9		
194	10	184		191			3				194			
18	18			18						3	15			
3,621	300	967	2,354	3,572	15	2	32		165	797	2,650	9		

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.*	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
	TROY—Continued.								
	III. WOOD MANUFACTURES.								
1.....	Saw mill products.....	3	3	2		7	7		
2-a.....	House trim.....	2	2		1	45	46	1	
3.....	Cooperage.....	2	2			27	27		
4-c.....	Wooden toys and novelties.....	1	1			29	29		
4-e.....	Other articles and appliances of wood.	5	5	3	1	53	50	1	
5-a.....	Furniture and upholstery.....	12	12	12		41	32		
5-e.....	Other cabinet work.....	1	1	1		14	14		
	Total—Group III.....	26	26	18	2	216	205	2	
	IV. LEATHER AND RUBBER GOODS.								
2.....	Furs and fur goods.....	2	2	1		20	17		
3-a.....	Belting, washers, etc.....	2	2		2	7	8	2	
3-b.....	Saddlery and harness.....	2	2		4	26	26	4	
3-d.....	Boots and shoes.....	1	1	1		2	2		
3-g.....	Canvas and sporting goods.....	1	1	1		3	1		
4.....	Rubber and gutta percha goods.....	2	2	1		3	3		
5-c.....	Brushes.....	12	12	5	10	542	522	10	
	Total—Group IV.....	22	22	9	16	603	579	16	
	V. CHEMICALS, OILS, PAINTS, ETC.								
2-a.....	Paint, varnish, etc.....	1	1		4	43	47	4	
4.....	Animal oil products.....	2	2	1	1	5	6	1	
7-c.....	Glue, mucilage, etc.....	1	1			9	9		
	Total—Group V.....	4	4	1	5	57	62	5	
	VI. PAPER AND PULP.								
2-c.....	Paper mills.....	5	5	2	6	170	176	6	
	VII. PRINTING AND PAPER GOODS.								
2-a.....	Paper boxes and tubes.....	8	8		7	497	469	7	
3-a.....	Printing and publishing.....	22	21	7	54	384	435	54	
3-b.....	Bookbinding and blank book making..	1	1	2	1	15	16	1	
3-c.....	Lithographing and engraving.....	2	2		2	14	16	2	
	Total—Group VII.....	33	32	9	64	910	936	64	
	VIII. TEXTILES.								
2-a.....	Carpets and rugs.....	1	1			2	2		
3.....	Cotton goods.....	1	1		3	29	32	3	
4.....	Hosiery and knit goods.....	4	4		9	881	864	9	
6.....	Flax, hemp and jute manufactures....	1	1		1	37	38	1	
7.....	Oil cloth, window shades, etc.....	1	1		1	29	30	1	
	Total—Group VIII.....	8	8		14	978	966	14	
	IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.								
1-a.....	Tailoring.....	48	48	39	1	127	124	1	
1-b.....	Shirts, collars and cuffs.....	37	36	6	246	12,514	11,077	244	2
2-a.....	Dressmaking.....	14	13	6	1	218	218	1	
2-d.....	Ladies' neckwear, etc.....	2	2	1	1	66	50	1	
3.....	Men's hats and caps.....	1	1	1		7	7		
4-b.....	Millinery.....	25	25	10		151	148		
6-a1....	Laundries (non-Chinese).....	12	12	3	10	924	908	10	

Continued.

Troy.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illt-erate.
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
7	7			7							7			
45		45		45						45				
27	4	23		26	1					23	4			
29		29		22	5	2				2	27			
49	9	40		49							49			
32	32			32					3		29			
14	14			14						14				
203	66	137		195	6	2			3	84	116			
17	17			4			13		7		10			
6	6			6							6			
22	22			22							22			
2	2			2							2			
1	1			1							1			
2	3			2			1				3			
512	30	482		458	21	7	26		6	8	498			
563	81	482		495	21	7	40		13	8	542			
43		43		41	1	1			1		42			
5	5			5							5			
9	9			9							9			
57	14	43		55	1	1			1		56			
170	22	148		155			15				74	96		
462		462		209	24	24	203	2		175	287			
381	89	292		344	14	3	20		145	200	36			
15	15			7	1	3	4			15				
14	14			14					7	7				
872	118	754		574	39	30	227	2	152	397	323			
2	2						2			2				
29		29		15			14				20			
855		184	671	292	12	6	540	5		11	844			
37		37		27	5		5				37			
29		29		29						29				
952	2	279	671	363	17	6	561	5		42	910			
123	123			115		2	6		2	4	117			
10,833	73	946	9,814	2,668	114	30	7,984	37		5,884	4,949			
217	83	134		39			176	2		75	142			
49	8	41		3			46			49				
7	7			4			3		7					
148	126	22					148		3	69	76			
898	34	445	419	117	1		780		199	185	514			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
	TROY—Concluded.								
	IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.—Concluded.								
6-a2....	Chinese laundries.....	8	8	5	.....	10	10	.....	.....
6-b....	Cleaning and dyeing.....	7	7	7	.....	18	12	.....	.....
7.....	Clip sorting.....	3	3	1	1	64	62	1	.....
	Total—Group IX.....	157	155	79	260	14,099	12,616	258	2
	X. FOOD LIQUORS AND TOBACCO.								
1-a.....	Flour and other cereal products.....	2	2	.....	3	16	19	3	.....
1-c.....	Fruits and vegetables (canning and preserving).....	1	1	.....	1	5	3	1	.....
1-d....	Coffee and spice roasting and grinding	1	1	.....	.....	2	2	.....	.....
2.....	Provisions.....	1	1	.....	2	20	22	2	.....
3.....	Dairy products.....	1	1	.....	1	19	20	1	.....
4-c.....	Bread and other bakery products.....	45	43	16	.....	143	141	.....	.....
4-d.....	Confectionery and ice cream.....	11	11	3	.....	61	46	.....	.....
5-c.....	Mineral and soda waters.....	4	4	2	1	16	17	1	.....
5-e.....	Malt liquors.....	15	11	1	26	243	266	26	.....
6-b....	Cigars.....	25	25	10	3	318	312	3	.....
	Total—Group X.....	106	100	32	37	843	848	37	.....
	XI. WATER, LIGHT AND POWER DIS- TRIBUTION.								
1.....	Water.....	1	1	.....	1	27	28	1	.....
2.....	Gas.....	1	1	.....	1	10	11	1	.....
4.....	Electric light and power.....	3	3	.....	3	36	33	3	.....
.....	Steam heat and power.....	2	2	.....	.....	3	3	.....	.....
	Total—Group XI.....	7	7	.....	5	76	75	5	.....
	XII. BUILDING INDUSTRY.								
a.....	Carpenters' shops.....	10	10	5	1	68	57	1	.....
b.....	Paint shops.....	1	1	1	.....	6	3	.....	.....
.....	Plumbers' shops.....	11	11	8	3	57	56	3	.....
	Total—Group XII.....	22	22	14	4	131	116	4	.....
	Total—Troy.....	478	469	196	553	22,243	20,667	551	2
	UTICA.								
	I. STONE, CLAY AND GLASS PRODUCTS.								
1-b....	Cut stone.....	2	2	.....	1	21	22	1	.....
3-a....	Asphalt.....	1	1	.....	5	25	30	5	.....
3-c....	Plaster (wall and land).....	2	2	.....	3	26	29	3	.....
3-e....	Artificial stone.....	1	1	.....	.....	5	5	.....	.....
4-c....	Pottery products.....	1	1	.....	2	48	34	2	.....
5-a....	Building glass.....	1	1	.....	.....	12	12	.....	.....
	Total—Group I.....	8	8	.....	11	137	132	11	.....
	II. METALS, MACHINES AND CON- VEYANCES.								
2-c....	Brass and bronze castings.....	2	2	2	.....	4	4	.....	.....
2-d....	Gas and electric fixtures.....	1	1	.....	2	57	59	2	.....
2-e....	Brass and bronze ware.....	4	3	4	68	72	4
2-g....	Metal goods not elsewhere specified...	1	1	1	12	13	1

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Continued.

Troy-Utica.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un- der 14 yrs.	Illit- erate.
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						
10 12 61	10 12 8	..... ..... 53	..... ..... .....	10 12 28	..... ..... .....	..... ..... .....	..... ..... 33	..... ..... .....	..... ..... 2	..... ..... .....	10 12 59	...............	...............	...............
12,358	484	1,641	10,233	2,996	115	32	9,176	39	213	6,266	5,879	.....	.....	.....
16 2 2 20	16 2 2 .....	..... ..... ..... 20	..... ..... ..... .....	16 2 2 20	..... ..... ..... .....	..... ..... ..... .....	..... ..... ..... .....	..... ..... ..... .....	..... ..... ..... .....	..... ..... 2	9 2 20	7...............	....................	....................
19 141 46	19 141 46	..... ..... .....	..... ..... .....	19 138 28	..... ..... 2	..... ..... .....	..... 3 15	..... ..... 1	..... 4	19 4 24	..... 130 22	..... 3 .....	..... 1 1	...............
16 240 309	16 70 82	..... 170 227	..... ..... .....	16 240 275	..... ..... 18	..... ..... 14	..... ..... 2	..... ..... .....	..... 14 309	..... 121	16 102 .....	..... 3 .....	..... 1.....	...............
811	394	417	.....	756	20	14	20	1	327	170	301	13	3	.....
27 10 30 3	..... 10 7 3	27 23 .....	..... ..... ..... .....	27 10 30 3	..... ..... ..... .....	..... ..... ..... .....	..... ..... ..... .....	..... ..... ..... .....	6	21 23 .....	..... 10 5 3	..... ..... 2.....	....................	....................
70	20	50	.....	70	.....	.....	.....	.....	6	44	18	2	.....	.....
56 3 53	36 3 53	20 ..... .....	..... ..... .....	56 3 53	..... ..... .....	..... ..... .....	..... ..... .....	..... ..... .....	47 42	9 3	..... 3 8	...............	...............	...............
112	92	20	.....	112	.....	.....	.....	.....	89	12	11	.....	.....	.....
20,116	1,647	5,211	13,258	9,670	234	94	10,071	47	1,017	7,869	11,110	120	4	.....
21 25 26	21 26	..... 25 .....	..... ..... .....	21 25 26	..... ..... .....	..... ..... .....	..... ..... .....	..... ..... .....	..... ..... .....	11 9	10 25 17	...............	...............	...............
5 32 12	5 12	..... 32 .....	..... ..... .....	5 28 12	..... ..... .....	..... ..... .....	..... 4 .....	..... ..... .....	..... ..... .....	..... ..... 12	5 32.....	...............	...............	...............
121	64	57	.....	117	.....	.....	4	.....	.....	32	89	.....	.....	.....
4 57 68 12	4 10 12	..... 57 58 .....	..... ..... ..... .....	4 45 67 12	..... 6 .....	..... 4 .....	..... 2 1	..... ..... .....	..... ..... .....	3 32	1 57 36 12	....................	....................	....................

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
	UTICA—Continued.								
	II. METALS, MACHINES AND CON- VEYANCES—Concluded.								
3-g.....	Hardware not elsewhere specified.....	1	1	.....	2	10	12	2	.....
3-k.....	Firearms.....	1	1	.....	10	234	244	10	.....
3-m.....	Metal beds and bed springs.....	2	2	.....	14	265	279	14	.....
3-q.....	Architectural and ornamental iron work.....	2	2	2	.....	6	6	.....	.....
3-r.....	Cooking and heating apparatus.....	4	4	.....	38	677	715	38	.....
3-t.....	Stationary engines, boilers, etc.....	1	1	.....	3	70	73	3	.....
3-u.....	Machinery not otherwise classified.....	6	6	1	4	157	139	4	.....
4-a.....	Telegraph, telephone and fire alarm ap- paratus.....	2	2	.....	3	175	178	3	.....
4-c.....	Dynamos, motors and electrical sup- plies.....	1	1	.....	1	5	4	1	.....
5-a.....	Carriages, wagons and sleighs.....	3	3	.....	.....	126	114	.....	.....
5-d.....	Motor vehicles.....	4	3	2	23	312	335	23	.....
5-g.....	Railway repair shops.....	3	2	.....	5	167	172	5	.....
7.....	Agricultural implements.....	2	2	.....	16	187	154	16	.....
	Total—Group II.....	40	37	7	126	2,532	2,573	126	.....
	III. WOOD MANUFACTURES.								
2-a.....	House trim.....	3	3	.....	10	253	263	10	.....
2-c.....	Cigar and fancy wood boxes.....	2	2	3	.....	17	17	.....	.....
4-c.....	Wooden toys and novelties.....	1	1	.....	.....	44	44	.....	.....
5-a.....	Furniture and upholstery.....	1	1	.....	1	24	25	1	.....
5-b.....	Caskets.....	1	1	.....	4	46	50	4	.....
5-e.....	Other cabinet work.....	1	1	1	.....	10	4	.....	.....
6.....	Pianos, organs, etc.....	2	2	.....	2	80	82	2	.....
	Total—Group III.....	11	11	4	17	474	485	17	.....
	IV. LEATHER AND RUBBER GOODS.								
2.....	Furs and fur goods.....	1	1	.....	1	8	9	1	.....
3-a.....	Belting, washers, etc.....	2	2	.....	1	11	12	1	.....
3-b.....	Saddlery and harness.....	1	1	.....	.....	6	6	.....	.....
3-c.....	Traveling bags and trunks.....	1	1	.....	.....	30	30	.....	.....
3-f.....	Fancy leather goods.....	2	1	.....	2	31	30	2	.....
	Total—Group IV.....	7	6	.....	4	86	87	4	.....
	V. CHEMICALS, OILS, PAINTS, ETC.								
2-a.....	Paint, varnish, etc.....	1	1	.....	2	5	7	2	.....
7-c.....	Glue, mucilage, etc.....	1	1	.....	3	7	10	3	.....
	Total—Group V.....	2	2	.....	5	12	17	5	.....
	VI. PAPER AND PULP.								
2-c.....	Paper mills.....	1	1	.....	1	40	41	1	.....
	VII. PRINTING AND PAPER GOODS.								
2-a.....	Paper boxes and tubes.....	3	2	.....	1	93	92	1	.....
3-a.....	Printing and publishing.....	20	19	9	83	276	358	83	.....
3-b.....	Bookbinding and blank book making..	1	1	.....	.....	17	17	.....	.....
	Total—Group VII.....	24	22	9	84	386	467	84	.....
	VIII. TEXTILES.								
2-a.....	Carpets and rugs.....	1	1	1	2	2
2-c.....	Woolens and worsteds.....	1	1	12	758	738	11
3.....	Cotton goods.....	4	4	20	2,020	2,040	20

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Continued.

Utica.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing--									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
10	10			10								10		
234			234	199	25		10					234		
265	15		250	241	10		14					265		
6	6			6								6		
677		283	394	672	5							677		
70		70		70						70				
135	28	107		132			3			3		132		
175		175		158	10	3		4				175		
3	3			3					3					
114	23	91		113			1			14		100		
312	18		294	307	4		1					312		
167		167		167						90		77		
138		138		135	3							138		
2,447	129	1,146	1,172	2,341	63	7	32	4	3	212	2,232			
253	13	240		253						13	240			
17	17			1	2		13	1		13	4			
44		44		28	6		10				44			
24		24		12			12				24			
46		46		40			6				46			
4	4			4							4			
80	6	74		78		2					80			
468	40	428		416	8	2	41	1		26	442			
8	8			3			5				8			
11	11			11							11			
6	6			6							6			
30		30		30							30			
28		28		9			18	1		1	27			
83	25	58		59			23	1		1	82			
5	5			5							5			
7	7			7							7			
12	12			12							12			
40		40		40								40		
91		91		37	5	3	43	3			91			
275	64	211		243	8	8	15	1	185	90				
17	17			7		3	7			17				
383	81	302		287	13	14	65	4	185	107	91			
2	2			2							2			
727			727	360	29	15	306	17		32	695			
2,020		63	1,957	955	99	12	950	4	8	8	2,004			

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

Industry number.	CITY AND INDUSTRY.	Number of inspections.	Places inspected.	Number of owners at work.	LARGEST NUMBER OF EMPLOYEES.		OFFICE FORCE.		
					Office help.	Shop force.	Grand total.	Total.	
									14-16 yrs. of age.
	UTICA—Concluded.								
	VIII. TEXTILES—Concluded.								
4.....	Hosiery and knit goods.....	20	16	.....	69	4,339	4,405	69	2
5-a.....	Dyeing, finishing, etc.....	1	1	.....	1	32	33	1	.....
6.....	Flax, hemp and jute manufactures....	1	1	.....	.....	3	3	.....	.....
	Total—Group VIII.....	28	24	1	102	7,154	7,221	101	2
	IX. CLOTHING, MILLINERY, LAUNDRY, ETC.								
1-a.....	Tailoring.....	21	21	7	32	1,507	1,338	32	.....
2-a.....	Dressmaking.....	5	5	6	.....	57	47	.....	.....
6-a1.....	Laundries (non-Chinese).....	9	9	8	.....	135	134	.....	.....
6-b.....	Cleaning and dyeing.....	3	3	.....	1	38	36	1	.....
7.....	Clip sorting.....	2	2	.....	.....	26	26	.....	.....
	Total—Group IX.....	40	40	21	33	1,763	1,581	33	.....
	X. FOOD, LIQUORS AND TOBACCO.								
1-a.....	Flour and other cereal products.....	2	2	.....	1	25	24	1	.....
1-b.....	Sugar and molasses refining.....	1	1	.....	.....	6	6	.....	.....
1-d.....	Coffee and spice roasting and grinding.	1	1	.....	3	4	7	3	.....
2.....	Provisions.....	2	2	.....	2	28	30	2	.....
4-a.....	Macaroni and other food pastes.....	1	1	.....	.....	48	48	.....	.....
4-c.....	Bread and other bakery products.....	21	21	12	6	82	88	6	.....
4-d.....	Confectionery and ice cream.....	3	2	1	1	20	21	1	.....
5-c.....	Mineral and soda waters.....	1	1	2	.....	2	2	.....	.....
5-e.....	Malt liquors.....	4	4	.....	17	117	134	17	.....
6-a.....	Tobacco and snuff.....	1	1	.....	.....	25	25	.....	.....
6-b.....	Cigars.....	12	12	8	.....	100	91	.....	.....
	Total—Group X.....	49	48	23	30	457	476	30	.....
	XI. WATER, LIGHT AND POWER.								
2.....	Gas.....	1	1	.....	.....	15	15	.....	.....
4.....	Electric light and power.....	3	3	.....	2	85	87	2	.....
	Total—Group XI.....	4	4	.....	2	100	102	2	.....
	XII. BUILDING INDUSTRY.								
a.....	Carpenters' shops.....	1	1	.....	.....	6	6	.....	.....
	Total—Utica.....	215	204	65	415	13,147	13,188	414	2
	YONKERS.								
	II. METALS, MACHINES AND CONVEYANCES.								
2-e.....	Brass and bronze ware.....	1	1	.....	.....	10	5	.....	.....
2-f.....	Sheet metal work.....	2	2	2	1	8	8	1	.....
2-g.....	Metal goods not elsewhere specified...	1	1	.....	.....	2	2	.....	.....
3-q.....	Architectural and ornamental iron work.....	1	1	.....	.....	8	8	.....	.....
3-t.....	Stationary engines, boilers, etc.....	3	3	2	.....	18	11	.....	.....
3-u.....	Machinery not otherwise classified....	6	6	1	87	966	1,004	87	.....
3-v.....	Castings.....	1	1	.....	.....	26	26	.....	.....
4-c.....	Dynamos, motors and electrical supplies.....	1	1	12	520	532	12
5-a.....	Carriages, wagons and sleighs.....	1	1	7	7
5-d.....	Motor vehicles.....	1	1	7	5

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Continued.

Utica-Yonkers.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
4,336 32 3	12 3	560 32	3,764	1,386 32 1	162	70	2,587 2	131 ..... .....	..... ..... .....	156 3	4,180 32.....	...............	...............	...............
7,120	17	655	6,448	2,736	290	97	3,845	152	8	199	6,913	.....	.....	.....
1,306 47 134 35 26	57 47 45 35 26	439 89	810	638 2 39 25 7	37 1	10	598 45 90 10 19	23 4 ..... .....	..... ..... ..... ..... .....	57 14 4	1,249 33 130 35 26	.........................	.........................	.........................
1,548	210	528	810	711	38	10	762	27	.....	75	1,473	.....	.....	.....
23 6 4 28	23 6 4 28	..... ..... ..... .....	..... ..... ..... .....	23 4 2 28	..... ..... ..... .....	..... ..... ..... .....	..... 2 2 .....	..... ..... ..... .....	..... ..... ..... .....	..... ..... ..... .....	23 6 4 16	..... ..... ..... 12	....................	....................
48 82 20 2	..... 52 20 2	48 30 ..... .....	..... ..... ..... .....	13 76 8 2	..... 1 ..... .....	..... ..... 1	35 5 11 .....	..... ..... ..... .....	..... ..... ..... .....	..... 30 1	48 52 19 2	....................	....................	....................
117 25 91	24 57	93 25 34	..... ..... .....	112 15 82	2 1	3 3	..... ..... 4	..... 10 1	..... ..... 87	3 4	114 25.....	...............	...............	...............
446	216	230	.....	365	4	7	59	11	87	38	309	12	.....	.....
15 85	15 22	..... 63	..... .....	15 85	..... .....	..... .....	..... .....	..... .....	..... .....	..... .....	..... 12	15 73	..........	..........
100	37	63	.....	100	.....	.....	.....	.....	.....	.....	12	88	.....	.....
6	6	.....	.....	6	.....	.....	.....	.....	.....	.....	6	.....	.....	.....
12,774	837	3,507	8,430	7,190	416	137	4,831	200	283	690	11,661	140	.....	.....
5 7 2	5 7 2	..... ..... .....	..... ..... .....	5 7 2	..... ..... .....	..... ..... .....	..... ..... .....	..... ..... .....	..... 7 .....	..... ..... .....	5 2	...............	...............	...............
8	8	.....	.....	8	.....	.....	.....	.....	.....	8	.....	.....	.....	.....
11 917 26	11 12 .....	..... 150 26	..... 755	10 908 26	1 6 .....	..... 3 .....	..... ..... .....	..... ..... .....	4 ..... .....	..... 7 917 26	...............	...............	...............	...............
520	.....	.....	520	393	30	5	90	2	.....	520	.....	.....	.....	.....
7 5	7 5	..... .....	..... .....	7 5	..... .....	..... .....	..... .....	..... .....	..... .....	..... .....	7 .....	..... 5	..........	..........

Table IV—Statistics of Factories Inspected in First and Second Class Cities: By Industries—

In- dustry num- ber.	CITY AND INDUSTRY.	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
					Office help.	Shop force.		Total.	14-16 yrs. of age.
	YONKERS—Concluded.								
	II. METALS, MACHINES AND CON- VEYANCES—Concluded.								
5-g.....	Railway repair shops.....	1	1	.....	.....	25	25	.....	.....
8-a.....	Professional and scientific instruments.	1	1	.....	3	35	38	3	.....
	Total—Group II.....	20	20	5	103	1,632	1,671	103	.....
	III. WOOD MANUFACTURES.								
2-a.....	House trim.....	11	11	4	.....	98	79	.....	.....
3.....	Cooperage.....	1	1	.....	1	87	88	1	.....
4-e.....	Other articles and appliances of wood.	1	1	1	.....	3	1	.....	.....
7-c.....	Brooms.....	1	1	.....	.....	4	1	.....	.....
	Total—Group III.....	14	14	5	1	192	169	1	.....
	IV. LEATHER AND RUBBER GOODS.								
2.....	Furs and fur goods.....	1	1	.....	.....	120	60	.....	.....
3-f.....	Fancy leather goods.....	1	1	.....	.....	75	59	.....	.....
4.....	Rubber and gutta percha goods.....	3	3	.....	36	678	646	36	.....
5-d.....	Mattresses, pillows, etc.....	1	1	1	.....	8	6	.....	.....
	Total—Group IV.....	6	6	1	36	881	771	36	.....
	V. CHEMICALS, OILS, PAINTS, ETC.								
1-a.....	Proprietary medicines.....	1	1	.....	1	19	20	1	.....
1-d.....	Other chemicals and drugs.....	1	1	.....	10	55	65	10	.....
	Total—Group V.....	2	2	.....	11	74	85	11	.....
	VII. PRINTING AND PAPER GOODS.								
3-a.....	Printing and publishing.....	7	7	.....	3	109	109	3	.....
	VIII. TEXTILES.								
2-a.....	Carpets and rugs.....	4	3	.....	63	3,798	2,873	17	.....
5-b.....	Upholstery goods.....	1	1	.....	1	64	65	1	.....
	Total—Group VIII.....	5	4	.....	64	3,862	2,938	18	.....
	IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.								
1-a.....	Tailoring.....	1	1	.....	.....	6	6	.....	.....
2-a.....	Dressmaking.....	1	1	.....	.....	8	6	.....	.....
3.....	Men's hats and caps.....	4	4	.....	13	2,158	2,171	13	.....
6-a1....	Laundries (non-Chinese).....	4	4	1	2	128	130	2	.....
6-a2....	Chinese laundries.....	14	14	6	.....	36	36	.....	.....
6-b.....	Cleaning and dyeing.....	1	1	.....	.....	6	3	.....	.....
	Total—Group IX.....	25	25	7	15	2,342	2,352	15	.....
	X. FOOD, LIQUORS AND TOBACCO.								
1-b.....	Sugar and molasses refining.....	2	2	.....	44	1,219	1,087	44	.....
4-c.....	Bread and other bakery products.....	25	25	11	.....	86	86	.....	.....
4-d.....	Confectionery and ice cream.....	1	1	1	.....	2	2	.....	.....
5-c.....	Mineral and soda waters.....	4	4	3	.....	23	22	.....	.....
	Total—Group X.....	32	32	15	44	1,330	1,197	44	.....
	XI. WATER, LIGHT AND POWER.								
4.....	Electric light and power.....	1	1	.....	5	5	10	5	.....
	XII. BUILDING INDUSTRY.								
c.....	Plumbers' shops.....	1	1	7	8	15	7
	Total—Yonkers.....	113	112	33	289	10,435	9,317	243

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Concluded.

Yonkers.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs.)	Boys (14-16 yrs.)	Wom. (16 yrs. +).	Girls (14-16 yrs.)	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
25 35	.....	25 35	.....	25 15	.....	.....	20	.....	35	.....	.....	25	.....	.....
1,568	57	236	1,275	1,411	37	8	110	2	46	1,478	14	30	.....	.....
79 87 1 1	79 1 1	..... 87 .....	.....	74 76 1 1	5 4 .....	..... 7	.....	.....	79	.....	..... 87 1 1	.....	1	.....
168	81	87	.....	152	9	7	.....	.....	79	1	88	.....	1	.....
60 59 610 6	..... ..... 7 6	60 59 ..... .....	..... 603	52 39 377 6	..... 3 7	..... 3	8 17 223	.....	.....	60 59 607	..... ..... 6	.....	.....	.....
735	13	119	603	474	10	3	248	.....	3	726	6	.....	.....	.....
19 55	19 .....	..... 55	.....	12 24	..... 1	.....	3 30	4	.....	19 55	.....	.....	.....	.....
74	19	55	.....	36	1	.....	33	4	.....	74	.....	.....	.....	.....
106	24	82	.....	85	6	6	9	.....	106	.....	.....	.....	.....	.....
2,856 64	.....	..... 64	2,856	1,172 5	89	2	1,589 55	4 4	..... 4	2,856 60	.....	.....	.....	.....
2,920	.....	64	2,856	1,177	89	2	1,644	8	4	2,916	.....	.....	.....	.....
6 6 2,158	6 6 .....	..... 359	1,799	6 2 1,453	..... 94	..... 16	..... 587	..... 8	..... 86	..... 121	..... 1,951	6	.....	.....
128 36 3	28 36 3	100	.....	34 36 3	3	.....	91	.....	.....	121	7 36 3	.....	.....	.....
2,337	79	459	1,799	1,534	97	16	682	8	86	248	1,997	6	.....	.....
1,043 86 2 22	..... 86 2 22	..... .....	1,043	1,038 85 2 20	4 1 1	1 1	.....	.....	.....	.....	395 80 2 21	648 6	.....	.....
1,153	110	.....	1,043	1,145	6	2	.....	.....	.....	1	498	654	.....	.....
5	5	.....	.....	5	.....	.....	.....	.....	.....	5	.....	.....	.....	.....
8	8	.....	.....	8	.....	.....	.....	.....	8	.....	.....	.....	.....	.....
9,074	396	1,102	7,576	6,027	255	44	2,726	22	332	5,449	2,603	690	1	.....

MENT OF LABOR.

TABLE V—STATISTICS OF FACTORIES
Recapitulation by Indus

Number of factories at work.	LARGEST NUMBER OF EMPLOYEES.		Office force		
	Office help.	Shop force	Grand total.	Total.	14-16 yrs. of age.
NEW YORK					
223	1,003	43,030	44,033	1,004	0
2,752	14,233	271,006	285,239	14,050	53
1,550	3,992	54,975	58,967	2,900	3
1,403	3,303	70,720	74,023	2,374	1
177	4,233	31,307	35,540	4,208	
42	505	15,037	15,542	501	..
1,540	10,000	90,270	100,270	10,738	47
221	2,007	101,320	103,327	1,018	6
7,231	7,404	204,750	212,154	7,345	8
4,000	4,904	110,306	115,210	4,846	5
11	853	8,070	8,923	707	..
151	110	2,374	2,484	147	..
NEW YORK					
107	10	16,203	16,213	620	..
1,040	23,106	703	103,301	0,322	7
700	71	47,140	47,211	1,061	0
1,10	4	30,467	32,367	1,440	1
90	15	17,102	17,117	2,371	..
37	10	1,574	1,584	220	..
904	87	56,817	56,904	8,442	41
231	17	31,800	31,817	900	..
3,491	15	231,413	231,428	0,111	3
1,001	72	86,007	86,079	3,087	2
1	4	5,559	5,563	200	..
105	13	1,510	1,523	111	..
12,552	32,532	624,008	656,540	32,069	61

INSPECTED IN EACH INDUSTRY.
try Groups or Classes.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						
STATE.														
39,093	4,214	24,616	10,263	35,850	946	312	1,939	46	7,482	9,082	17,512	5,017	16	1
251,730	24,308	84,219	142,203	230,163	6,680	1,374	13,176	337	12,051	114,931	113,860	10,888	14	2
78,659	13,661	47,905	17,093	71,692	2,369	773	3,705	120	6,670	25,744	45,736	509	44	.....
63,096	10,744	31,662	20,690	40,989	1,772	639	19,177	519	1,947	26,554	34,423	172	10	6
29,654	4,038	12,253	13,363	21,599	908	278	6,677	192	3,610	13,799	11,471	774	.....	.....
14,610	991	8,462	5,157	13,525	62	28	980	15	521	569	5,189	8,331	.....	.....
79,985	14,930	42,087	22,968	50,502	2,414	716	25,639	714	15,447	53,772	10,699	67	14	1
94,763	4,053	33,261	57,449	38,344	2,456	1,131	51,087	1,745	1,663	29,155	63,736	209	3	2
256,961	55,958	150,379	50,624	115,665	1,751	616	136,594	2,335	19,756	152,143	82,508	2,554	59	53
95,666	25,519	40,316	29,831	63,236	969	445	30,365	651	13,517	30,381	48,423	3,345	49	3
7,759	2,291	3,157	2,311	7,747	3	6	3	.....	1,164	1,331	2,200	3,064	.....	.....
1,819	1,215	604	.....	1,801	14	3	1	.....	1,236	435	147	1	.....	.....
CITY.														
14,132	2,686	8,760	2,686	12,819	280	91	920	22	5,596	4,592	3,844	100	7	1
96,069	16,317	37,888	41,864	84,600	3,272	687	7,334	176	7,557	59,160	28,732	620	9	1
39,468	7,462	22,784	9,222	36,328	1,039	358	1,677	66	5,436	18,177	15,855	.....	8	.....
30,927	8,481	16,052	6,394	20,477	744	285	9,166	255	1,804	16,987	12,029	107	8	6
16,176	2,744	7,781	5,651	10,900	732	186	4,237	121	3,074	8,622	4,229	251	.....	.....
1,535	325	885	325	1,060	32	16	414	13	11	480	938	106	.....	.....
59,643	10,144	30,810	18,689	38,182	1,692	426	18,775	568	11,680	43,346	4,612	5	10	.....
29,142	3,580	12,837	12,725	10,838	634	241	16,808	621	1,441	18,345	9,301	55	2	2
198,408	44,968	123,232	25,208	97,632	1,138	391	97,511	1,736	17,823	121,595	56,670	2,320	49	53
60,612	13,870	23,303	23,433	38,691	377	101	21,082	361	9,198	23,851	26,396	1,167	15	3
5,310	993	2,207	2,110	5,301	3	3	3	.....	897	759	1,896	1,758	.....	.....
1,053	791	262	.....	1,037	12	3	1	.....	635	311	106	1	.....	.....
552,475	112,361	291,801	148,313	357,865	9,955	2,788	177,923	3,939	65,152	316,225	164,608	6,490	108	66

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
I. STONE AND								
1. STONE.								
a. Crushed stone.....	31	28	1	24	844	703	24	
Rochester.....	5	4		2	110	86	2	
Stoneco.....	1	1			225	225		
b. Cut stone.....	258	244	119	197	7,116	6,176	196	1
Buffalo.....	4	4		2	347	299	2	
New York City.....	155	151	58	155	5,217	4,547	155	1
Rock Glen.....	2	2	2	2	215	208	2	
c. Hones, slates, mosaics, etc.....	15	15	3	9	243	165	9	
New York City.....	12	12	3	6	199	118	6	
2. MISCELLANEOUS MINERAL PRODUCTS.								
a. Asbestos, graphite, etc.....	52	49	10	117	1,864	1,880	107	4
New York City.....	32	31	9	83	1,330	1,313	73	4
Schenectady.....	2	2		8	255	263	8	
b. Abrasives.....	9	9	5	44	550	558	8	
Niagara Falls.....	2	2	5	36	417	417		
3. LIME, CEMENT AND PLASTER.								
a. Asphalt.....	20	18		37	1,072	936	37	
New York City.....	13	11		24	656	553	24	
b. Cement and lime.....	30	27	1	72	2,765	2,519	74	1
Catskill.....	2	2		13	394	394	13	1
Glens Falls.....	4	4		14	455	469	14	
Hudson.....	2	1		13	300	234	15	
Rosendale.....	5	5		5	629	634	5	
c. Plaster, (wall and land).....	33	29	3	33	1,543	1,564	33	1
Newburg.....	1	1		2	142	144	2	
New York City.....	7	6		10	660	660	10	1
Oakfield.....	4	2		7	384	391	7	
Wheatland.....	6	6		4	167	171	4	
d. Sifted sand and mortar.....	25	19	1	4	645	592	2	
Port Washington.....	9	6		1	254	249		
Roslyn.....	11	8		1	331	286		
e. Artificial stone.....	47	45	14	14	557	419	14	
New York City.....	14	14	2	2	237	173	2	
f. Plaster casts and ornaments.....	85	83	33	42	1,029	803	42	
New York City.....	81	79	29	41	985	762	41	
4. BRICK, TILE AND POTTERY.								
a. Common brick.....	162	155	12	44	12,949	12,150	44	
Buffalo.....	5	5	2	1	377	378	1	
Coeymans.....	5	5			454	454		
Dutchess Junction.....	8	8		1	764	765	1	
East Kingston.....	8	8			853	853		
Empire.....	1	1		2	400	356	2	
Fishkill-on-Hudson.....	6	6		2	782	691	2	
Flatbush.....	5	5			384	384		
Glasco.....	7	6		1	658	659	1	
Haverstraw.....	26	26	1	1	1,927	1,784	1	
Hudson.....	2	2			320	320		

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

CLAY PRODUCTS.

679	186	268	225	678	1				95	16	568			
84	26	58		84					84					
225			225	225							225			
5,980	1,056	3,968	956	5,869	39		71	1	4,374	1,079	519	8		
297	7	90	200	225	3		68	1	57	240				
4,392	688	2,948	756	4,362	27		3		3,910	447	35			
206		206		206						90	116			
156	95	61		139	6		11		62	70	24		1	
112	71	41		95	6		11		62	50			1	
1,773	266	634	873	1,123	67	6	572	5	35	746	915	77		
1,240	146	424	670	843	47		345	5	35	474	731			
255		52	203	47			208			255				
550	32	135	383	517	10	2	21			25	525			
417		34	383	396			21				417			
899	81	818		899						41	608	250		
529	41	488		529						41	388	100		
2,445	21	1,621	803	2,379	35	28	3		25	28	940	1,452		
381		127	254	377	4						4	377		
455		125	330	450	3	2					2	3	450	
219			219	219								219		
629		629		580	26	23				23	606			
1,531	170	675	686	1,500	13		18			9	1,174	348	1	
142		142		142							142			
650	29	245	376	628	5		17				650			
384		74	310	378	6						96	288		
167	27	140		167							107	60	1	
590	23	567		589		1					590			
249		249		249							249			
286		286		286							286			
405	300	105		402	2	1			62	107	236			
171	106	65		171					62	29	80			
761	409	352		727	26	1	7		465	116	180		2	
721	369	352		687	26	1	7		465	106	150		2	
12,106	165	9,052	2,889	11,723	268	115			933	978	7,313	2,882	8	
377		377		339	25	13			75	302			5	
454		234	220	442	8	4					454			
764		764		739	20	5			386	98	280			
853		853		825	12	16				16	12	825		
354			354	350	4						354			
689		482	207	677	10	2			94	70	445	80		
384		384		376	5	3				3	5	376		
658		326	332	627	11	20				20	11	627		
1,783		1,783		1,694	74	15			70	16	1,697			
320		20	300	320							320			

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
4. BRICK, TILE AND POTTERY—Concluded.								
a. Common brick—Concluded.								
Mechanicville.....	4	4	.....	5	285	290	5	.....
New York City.....	5	5	.....	3	370	368	3	.....
Roseton.....	4	4	.....	4	1,525	1,344	4	.....
b. Terra cotta and fire clay products.....	39	39	7	82	1,804	1,793	82	.....
Albany.....	3	3	.....	8	185	193	8	.....
Corning.....	1	1	.....	4	205	164	4	.....
New York City.....	25	25	4	48	1,032	1,041	48	.....
c. Pottery products.....	49	45	17	89	2,164	1,916	85	.....
Buffalo.....	1	1	.....	4	203	207	4	.....
New York City.....	32	32	9	58	926	735	59	.....
Solvay.....	2	1	.....	5	270	275	5	.....
Syracuse.....	3	2	1	14	402	399	9	.....
5. GLASS.								
a. Building glass.....	67	65	29	60	913	868	60	.....
New York City.....	50	49	20	53	729	712	53	.....
b. Beveled glass and mirrors.....	43	43	22	78	1,290	1,307	78	.....
New York City.....	37	37	12	71	1,132	1,162	71	.....
c. Pressed, blown and cut glassware.....	94	91	42	116	4,834	4,663	116	1
Corning.....	13	12	3	25	1,947	1,890	25	.....
New York City.....	68	67	36	75	2,096	2,040	75	1
d. Bottles and jars.....	19	17	4	23	1,448	1,115	23	.....
New York City.....	10	9	4	5	579	458	5	.....
Olean.....	3	3	.....	7	400	177	7	.....
I. STONE AND CLAY								
II. METALS, MACHINES								
1. GOLD, SILVER AND PRECIOUS STONES.								
a. Silver and plated ware.....	85	81	40	360	4,813	4,637	358	.....
Mt. Vernon.....	2	2	.....	23	295	314	23	.....
New York City.....	69	67	37	276	2,940	2,723	276	.....
Niagara Falls.....	2	2	.....	33	828	861	33	.....
Port Jervis.....	1	1	.....	4	144	148	4	.....
Sag Harbor.....	1	1	.....	3	163	166	3	.....
b. Gold and silver refining (New York City)..	13	13	4	7	70	71	5	.....
c. Gold, silver and aluminum leaf.....	33	33	23	17	344	353	17	.....
Hicksville.....	9	9	8	.....	81	78	.....	.....
New York City.....	23	23	14	17	251	263	17	.....
d. Gold and silver watch cases.....	15	15	11	28	873	901	28	1
New York City.....	14	14	11	13	363	376	13	.....
Sag Harbor.....	1	1	.....	15	510	525	15	1
e. Jewelry, gold pens, etc.....	380	378	245	430	4,986	4,879	419	1
Buffalo.....	16	14	11	30	354	355	25	.....
New York City.....	355	355	229	397	4,582	4,471	391	.....
f. Lapidary work (New York City).....	118	118	90	123	1,293	1,243	116	.....
2. COPPER, LEAD, ZINC, ETC.								
a. Smelting and refining.....	37	33	8	92	1,874	1,912	92	.....
Buffalo.....	2	2	.....	5	202	257	5	.....
New York City.....	33	29	5	85	1,564	1,635	85	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un- der 14 yrs.	Illit- erate.
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						

PRODUCTS—Concluded.

285		285		278	7					97	188			
365	7	358		365							365			
1,340		214	1,126	1,300	28	12			40		1,300			
1,711	129	1,182	400	1,600	13	10	83	5	55	856	800			1
185		185		183	2						185			
160		160		160							160			
993	121	472	400	884	11	10	83	5	55	791	147			1
1,831	174	814	843	1,089	54	34	629	25	44	935	852			
203			203	93	12	5	87	6		203				
676	146	530		476	3	2	191	4	44	331	301			
270			270	80	10	5	169	6		180	90			
390		20	370	172	17	21	172	8		217	173			
808	412	396		716	17	10	64	1	232	521	55			
659	307	352		602	14	9	33	1	221	387	51			
1,229	270	959		1,129	22	6	72		132	989	108			
1,091	236	855		994	20	5	72		132	936	23			
4,547	382	1,960	2,205	3,875	278	68	319	7	805	1,880	1,862			
1,865	33	362	1,470	1,543	173	12	137		4	1,244	617			
1,965	327	1,154	484	1,701	66	50	141	7	597	565	803			
1,092	43	1,049		896	95	30	69	2	163	686	243		4	
453	43	410		380	45	11	17		5	410	38		4	
170		170		130	19	8	11	2		170				

AND CONVEYANCES.

4,279	339	1,605	2,335	3,327	163	63	717	9	90	2,647	1,534	8	1	1
291		28	263	220	35	6	29	1	55	236				
2,447	310	893	1,244	2,102	48	29	266	2	29	1,577	841			1
828			828	430	58	15	320	5		828				
144		144		100	6	2	36				144			
163		163		119	10	6	28			6	157			
66	42	24		66					6	54	6			
336	223	113		195	4	2	134	1	90	107	139			
78	78			21	1	2	54				78			
246	133	113		167	3		75	1	90	95	61			
873	47	316	510	696	29	15	123	10	7	223	643			
363	47	316		331	4	2	26		7	103	253			
510			510	365	25	13	97	10		120	390			
4,460	1,644	2,251	565	3,732	153	101	454	20	311	3,450	699			
330	101	229		253	22	14	41			330				
4,080	1,493	2,022	565	3,434	131	84	411	20	311	3,081	688			
1,127	490	637		1,014	21	10	81	1	503	624				
1,820	143	271	1,406	1,813	1		5	1	65	1,267	428	60		
252	12		240	252							252			
1,550	113	271	1,168	1,543	1		5	1	65	1,264	161	60		

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
II. METALS, MACHINES AND								
2. COPPER, LEAD, ZINC, ETC.—Concluded.								
b. Copper work.....	59	59	33	58	2,425	2,382	58	.....
Buffalo.....	6	6	3	16	406	422	16	.....
Hastings.....	1	1	.....	3	355	358	3	.....
New York City.....	35	35	19	7	445	362	7	.....
Rome.....	11	11	6	30	1,182	1,212	30	.....
c. Brass and bronze castings.....	62	60	40	43	1,330	1,294	43	.....
New York City.....	41	41	28	18	834	790	18	.....
Rochester.....	2	2	.....	5	160	165	5	.....
Syracuse.....	4	2	2	3	111	114	3	.....
d. Gas and electric fixtures.....	92	90	35	206	3,243	3,166	202	.....
New York City.....	85	83	30	204	3,159	3,080	200	.....
e. Brass and bronze ware (not elsewhere speci-fied).....	303	288	129	427	8,894	8,886	423	.....
Coxsackie.....	2	2	.....	9	349	358	9	.....
New York City.....	232	231	116	346	6,265	6,283	344	.....
Rochester.....	7	6	1	8	247	234	8	.....
Rome.....	12	5	1	6	646	649	5	.....
f. Sheet metal work.....	519	495	228	749	19,166	16,900	734	.....
Buffalo.....	32	32	19	73	1,821	1,784	69	.....
Canandaigua.....	5	3	8	22	698	116	22	.....
Jamestown.....	3	2	1	52	847	899	52	.....
New York City.....	359	358	145	483	12,817	11,708	482	.....
Rochester.....	26	22	10	48	831	870	48	.....
Syracuse.....	9	7	8	12	573	296	11	.....
g. Metal goods (not elsewhere specified).....	250	242	136	233	6,174	5,912	233	3
Binghamton.....	7	5	7	7	228	235	7	.....
Massena.....	1	1	.....	5	574	579	5	.....
New York City.....	181	181	100	169	4,024	3,757	169	2
Niagara Falls.....	2	2	.....	9	381	390	9	.....
Rochester.....	11	11	7	9	247	246	9	.....
3. IRON AND STEEL PRODUCTS.								
a. Ore crushing, etc.....	3	3	2	2	96	98	2	.....
Mineville.....	1	1	.....	2	90	92	2	.....
b. Pig iron.....	16	15	3	41	2,002	1,809	40	.....
Buffalo.....	4	4	1	21	953	829	21	.....
North Tonawanda.....	1	1	.....	6	500	458	6	.....
c. Rolling mills and steel works.....	61	53	16	534	13,082	13,434	534	.....
Cohoes.....	1	1	.....	8	603	611	8	.....
New York City.....	20	20	6	72	1,448	1,481	72	.....
Syracuse.....	5	4	3	40	1,296	1,336	40	.....
Troy.....	3	3	1	12	1,395	1,304	12	.....
West Seneca.....	1	1	.....	324	6,000	6,324	324	.....
d. Bridges and structural iron.....	52	50	13	202	3,065	2,955	201	2
Buffalo.....	6	6	5	53	419	466	53	.....
*Elmira.....	3	2	.....	12	475	337	12	.....
New York City.....	34	34	6	92	1,783	1,736	91	2
g. Hardware.....	129	121	60	395	6,107	6,266	389	.....
Buffalo.....	14	14	11	46	266	306	46	.....
Cortland.....	3	3	.....	6	366	360	6	.....
New York City.....	55	54	27	136	1,387	1,475	136	.....

* Includes Elmira Heights.

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200 +.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

CONVEYANCES—Continued.

2,324	239	900	1,185	2,052	37	7	228	.....	104	607	1,613	.....	1	1
406	11	395	.....	331	18	4	53	.....	3	37	366	.....	1	1
355	.....	.....	355	326	.....	.....	29	.....	.....	355	.....	.....	.....	.....
355	202	153	.....	347	7	1	.....	.....	99	205	51	.....	.....	.....
1,182	.....	352	830	1,024	12	1	145	.....	.....	1	1,181	.....	.....	.....
1,251	312	614	325	1,185	60	4	2	.....	182	492	577	.....	1	.....
772	228	219	325	717	51	2	2	.....	177	204	391	.....	.....	.....
160	.....	160	.....	155	4	1	.....	.....	.....	130	30	.....	1	.....
111	.....	111	.....	110	1	.....	.....	.....	.....	77	34	.....	.....	.....
2,964	332	1,639	993	2,686	156	45	76	1	227	2,171	566	.....	.....	.....
2,880	305	1,582	993	2,616	149	40	74	1	227	2,158	495	.....	.....	.....
8,463	1,271	4,541	2,651	7,234	267	90	846	26	285	4,465	3,713	.....	2	.....
349	.....	55	294	338	.....	4	7	.....	.....	4	345	.....	.....	.....
5,939	1,041	2,959	1,939	4,928	235	62	691	23	135	4,006	1,798	.....	2	.....
226	35	191	.....	217	9	.....	.....	.....	.....	120	106	.....	.....	.....
644	14	212	418	613	7	.....	24	.....	.....	2	642	.....	.....	.....
16,166	2,356	5,235	8,575	12,937	826	152	2,185	66	2,469	2,286	11,411	.....	3	.....
1,715	118	656	941	1,271	259	21	163	1	334	173	1,208	.....	.....	.....
94	12	82	.....	87	.....	.....	7	.....	.....	2	92	.....	.....	.....
847	.....	110	737	840	.....	7	.....	.....	.....	.....	847	.....	.....	.....
11,226	1,696	3,064	6,466	8,863	523	100	1,680	60	1,776	1,762	7,688	.....	3	.....
822	113	493	216	672	16	6	125	3	188	238	396	.....	.....	.....
285	47	23	215	218	18	3	46	.....	27	9	249	.....	.....	.....
5,679	1,220	2,635	1,824	4,542	206	83	805	43	213	1,897	3,269	300	1	.....
228	9	219	.....	220	8	.....	.....	.....	.....	4	224	.....	.....	.....
574	.....	.....	574	569	4	1	.....	.....	.....	.....	574	.....	.....	.....
3,588	906	1,632	1,050	2,828	159	31	555	15	187	1,609	1,492	300	1	.....
381	.....	181	200	376	5	.....	.....	.....	.....	.....	381	.....	.....	.....
237	30	207	.....	134	3	4	91	5	23	156	58	.....	.....	.....
96	6	90	.....	95	1	.....	.....	.....	.....	.....	90	6	.....	.....
90	.....	90	.....	89	1	.....	.....	.....	.....	.....	84	6	.....	.....
1,769	38	554	1,177	1,762	7	.....	.....	.....	3	.....	209	1,557	.....	.....
808	3	80	725	803	5	.....	.....	.....	3	.....	80	725	.....	.....
452	.....	.....	452	452	.....	.....	.....	.....	.....	.....	452	.....	.....	.....
12,900	108	2,030	10,762	12,732	65	17	82	4	117	1,454	4,692	6,637	.....	.....
603	.....	.....	603	580	18	5	.....	.....	.....	5	598	.....	.....	.....
1,409	77	376	956	1,364	19	.....	25	1	117	1,022	270	.....	.....	.....
1,296	4	150	1,142	1,271	19	6	.....	.....	.....	10	901	385	.....	.....
1,292	2	30	1,260	1,292	.....	.....	.....	.....	.....	30	1,262	.....	.....	.....
6,000	.....	.....	6,000	6,000	.....	.....	.....	.....	.....	.....	6,000	.....	.....	.....
2,754	158	1,410	1,186	2,720	28	6	.....	.....	119	1,781	854	.....	.....	.....
413	19	394	.....	393	16	4	.....	.....	.....	128	285	.....	.....	.....
325	.....	100	225	325	.....	.....	.....	.....	.....	100	225	.....	.....	.....
1,645	124	560	961	1,631	12	2	.....	.....	119	1,463	63	.....	.....	.....
5,877	431	2,450	2,996	4,922	365	68	513	9	78	2,051	3,748	.....	1	.....
260	45	215	.....	239	18	3	.....	.....	.....	61	199	.....	.....	.....
354	2	352	.....	328	26	.....	.....	.....	.....	.....	354	.....	.....	.....
1,339	246	658	435	1,067	75	26	165	6	78	574	687	.....	1	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspections.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.				
				Office help.	Shop force.		Total.	14-16 yrs. of age.			
3. IRON AND STEEL PRODUCTS—Continued.				II. METALS, MACHINES AND							
g. Hardware—Concluded.											
North Tonawanda.....	1	1		24	630	654	24				
Port Chester.....	1	1		54	886	873	54				
Sherrill.....	2	1		43	342	385	43				
Syracuse.....	7	5	4	31	835	848	27				
h. Cutlery.....				67	65	40	87	2,929	2,876	76	
Camillus.....	1	1		2	209	211	2				
Ellenville.....	1	1		4	200	204	4				
Little Valley.....	4	4		6	258	264	6				
New York City.....	34	34	20	46	355	364	37				
Perry.....	1	1	1	1	210	211	1				
Walden.....	3	3	2	6	1,136	1,142	6				
i. Tools and dies.....				171	162	121	123	3,037	3,007	121	
Buffalo.....	12	12	12	29	444	473	29				
Middletown.....	3	3		4	255	259	4				
New York City.....	86	86	65	47	824	799	45				
Norwich.....	2	1	1	6	177	176	6				
Rochester.....	12	12	10	2	167	163	2				
k. Firearms.....				9	9	2	85	1,766	1,828	85	
Fulton.....	1	1		16	341	336	16				
Ilion.....	1	1		45	821	866	45				
Ithaca.....	1	1		6	195	201	6				
Utica.....	1	1		10	234	244	10				
m. Metal beds and bed springs.....				61	59	19	153	3,163	3,149	153	
Buffalo.....	4	4	3	34	417	451	34				
Lockport.....	1	1		8	258	266	8				
New York City.....	40	40	11	54	1,394	1,311	54				
Rome.....	2	1		22	404	426	22				
Utica.....	2	2		14	265	279	14				
n. Wire work (not elsewhere specified).....				179	177	96	140	5,299	4,507	136	
Cortland.....	1	1		11	1,272	1,157	11				
Hastings.....	1	1		7	288	295	7				
New York City.....	153	153	79	101	3,431	2,753	97				
p. Car wheels and railway equipment.....				41	38	14	353	7,150	7,108	353	
Buffalo.....	8	8	10	124	1,327	1,402	124				
Corning.....	2	2		10	571	562	10				
Depew.....	3	3		45	826	871	45				
Gates.....	1	1		16	306	322	16				
Hillburn.....	1	1		29	313	342	29				
Troy.....	2	2		11	395	406	11				
Watertown.....	4	2		45	2,035	2,022	45				
q. Architectural and ornamental iron work.....				235	239	92	179	4,725	4,536	178	
New York City.....	225	225	87	170	4,409	4,215	169				
r. Cooking and heating apparatus.....				115	111	41	461	9,342	9,467	458	
Albany.....	4	4	3	43	466	509	43				
Buffalo.....	10	10	5	57	2,260	2,261	56				
Eastwood.....	2	1		7	578	566	7				
New York City.....	45	45	12	173	1,625	1,748	172				
Peekskill.....	5	5	4	19	740	734	19				
Utica.....	4	4		38	677	715	38				
s. Typewriting and registering machines.....				40	37	4	198	4,419	4,585	198	
Ilion.....	1	1		25	1,326	1,351	25				
New York City.....	29	29	3	108	1,007	1,083	108				
Syracuse.....	7	4		62	1,863	1,925	62				

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

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Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

CONVEYANCES—Continued.

630			630	392	148	3	85	2		5	625			
819			819	711	35	5	68			819				
342			342	309	2	8	22	1		342				
821	7	44	770	681	29	4	107			3	818			
2,800	205	910	1,685	2,364	83	52	282	19	10	549	2,241			
209			209	183	3	3	20			209				
200			200	161	18	2	17	2		4	196			
258		258		235	2	1	20				258			
327	115	212		229	23	6	67	2	8	224	95			
210			210	194		1	15			1	209			
1,136		70	1,066	965	23	35	98	15		50	1,086			
2,886	694	1,964	228	2,556	161	28	141		130	692	1,989	75		
444	41	175	228	356	69	3	16			36	408			
255		255		219	13	7	16			7	248			
754	369	385		626	43	8	77		126	342	286			
170		170		170							170			
161	66	95		158	3					88	73			
1,743	7	361	1,375	1,656	55	1	31		5	62	1,676			
320			320	316	4						320			
821			821	781	18	1	21				821			
195		195		188	7						195			
234			234	199	25		10				234			
2,996	274	1,118	1,604	2,737	53	3	202	1	2	430	2,564		1	
417	16	182	219	302	21	2	92			101	316			
258			258	230	10	1	17				258			
1,257	203	581	473	1,192	10		54	1	2	139	1,116		1	
404			404	402	2						404			
265	15		250	241	10		14				265			
4,371	939	1,535	1,897	3,537	79	35	712	8	181	1,514	2,668		8	
1,146			1,146	1,036	6		104				1,146			
288			288	224	16	3	45			288				
2,656	810	1,383	463	2,067	49	24	508	8	169	1,143	1,336		8	
6,755	60	1,593	5,102	6,684	56	1	14		141	1,231	5,383			
1,278		576	702	1,276	2					350	928			
552			552	540			12				552			
826		126	700	781	45						826			
306			306	305		1				306				
313			313	310	3					313				
395		45	350	395							395			
1,977			1,977	1,977							1,977			
4,358	1,255	2,543	560	4,298	46	13	1		350	3,565	443		1	
4,046	1,206	2,280	560	3,988	44	13	1		350	3,339	357		1	
9,009	357	3,186	5,466	8,922	76	10	1		646	1,836	6,527			
466	6	120	340	466						396	70			
2,205	39	150	2,016	2,170	34	1			8	89	2,108			
559			559	559							559			
1,576	172	803	601	1,561	10	4	1		506	360	710			
715		490	225	699	13	3				715				
677		283	394	672	5						677			
4,387	123	909	3,355	4,020	147	11	208	1	152	829	3,406			
1,326			1,326	1,203	25		98				1,326			
975	106	869		854	47	9	64	1	145	827	3			
1,863		40	1,823	1,754	66	2	41			2	1,861			

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
II. METALS, MACHINES AND								
3. IRON AND STEEL PRODUCTS—Concluded.								
t. Stationary engines, boilers, etc.	197	174	79	562	10,449	10,007	563	
Auburn	6	3	2	28	471	493	28	
Buffalo	18	18	17	137	1,859	1,897	137	
New York City	60	60	8	113	2,755	2,436	113	
Oswego	7	7	2	31	699	710	31	
Seneca Falls	7	4		77	1,106	1,166	77	
u. Machinery (not elsewhere specified)	787	757	351	1,415	25,307	24,895	1,406	1
Buffalo	50	50	44	174	2,167	2,162	174	
New York City	411	411	157	751	13,050	12,818	752	1
North Tarrytown	1	1		35	386	421	35	
Rochester	45	44	20	38	1,613	1,578	38	
Syracuse	23	17	12	33	587	619	32	
Watertown	5	4		19	416	419	19	
Yonkers	6	6	1	87	966	1,004	87	
v. Castings (iron foundry products)	169	160	55	363	14,977	14,409	360	1
Buffalo	15	14	9	59	2,972	2,806	59	
Cold Spring	1	1		15	750	765	15	
Colonie	2	2		18	982	1,000	18	
Depew	1	1		5	740	745	5	1
New York City	41	41	5	65	2,799	2,723	63	
Port Chester	1	1		21	779	549	21	
Rochester	8	8		10	530	516	10	
Syracuse	8	6	7	16	729	707	15	
Troy	6	6	1	19	695	688	19	
4. ELECTRICAL APPARATUS.								
a. Telegraph, telephone and fire alarm appa- ratus	53	52	18	1,184	8,334	9,472	1,183	2
New York City	37	37	11	1,116	6,123	7,197	1,115	
Rochester	5	5	2	43	1,844	1,887	43	2
b. Incandescent lights (New York City)	5	5		69	807	845	64	
c. Dynamos, motors and electrical supplies	197	162	49	1,906	15,941	17,456	1,906	21
New York City	116	116	32	218	2,657	2,585	218	
Schenectady	33	1		1,540	11,071	12,611	1,540	18
Yonkers	1	1		12	520	532	12	
5. VEHICLES.								
a. Carriages, wagons and sleighs	562	531	392	272	8,916	8,326	270	
New York City	263	262	183	122	3,796	3,541	119	
Rochester	21	20	14	23	919	917	23	
Watertown	6	4	2	39	583	559	39	
b. Blacksmithing and wheelwrighting	32	32	10	18	511	493	17	
c. Cycles	29	27	24	16	480	346	16	
Elmira Heights	2	1		6	240	108	6	
Little Falls	1	1		5	127	132	5	
d. Motor vehicles	111	103	33	334	5,701	5,105	319	
Buffalo	20	19	10	38	1,828	1,610	38	
New York City	50	49	4	143	1,507	1,508	143	
Syracuse	5	3	3	85	1,325	930	70	
Tarrytown	2	2	2	30	482	503	30	
e. Cars	6	6		61	2,169	2,141	61	
Buffalo	3	3		34	1,532	1,566	34	
Despatch	1	1		13	417	430	13	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un- der 14 yrs.	Illit- erate.
Total.	1- 19.	20- 199.	200 +.	Men (18 yrs. +).	Y'ths (16- 18 yrs).	Boys (14- 16 yrs).	Wom. (16 yrs. +).	Girls (14- 16 yrs).						

CONVEYANCES—Continued.

9,444	779	4,658	4,007	9,332	80	16	16	.....	15	4,084	5,345	.....	1	.....
465	8	.....	457	460	4	1	.....	.....	.....	9	456	.....	.....	.....
1,760	74	511	1,175	1,727	32	1	.....	.....	.....	242	1,518	.....	.....	.....
2,323	330	1,193	800	2,300	18	5	.....	.....	11	2,306	6	.....	.....	.....
679	36	313	330	662	13	4	.....	.....	.....	.....	679	.....	.....	.....
1,089	.....	289	800	1,065	7	1	16	.....	.....	1	1,088	.....	.....	.....
23,489	3,439	9,528	10,522	22,567	532	135	244	11	1,017	16,274	6,181	17	.....	.....
1,988	221	764	1,003	1,852	110	13	12	1	.....	1,145	843	.....	.....	.....
12,066	1,972	3,483	6,611	11,351	374	108	224	9	569	9,968	1,512	17	.....	.....
386	.....	.....	386	379	4	3	.....	.....	386	.....	.....	.....	.....	.....
1,540	208	1,034	298	1,536	2	2	.....	.....	50	1,478	12	.....	.....	.....
587	85	502	.....	587	.....	.....	.....	.....	.....	147	440	.....	.....	.....
400	11	91	298	400	.....	.....	.....	.....	.....	298	102	.....	.....	.....
917	12	150	755	908	6	3	.....	.....	.....	917	.....	.....	.....	.....
14,049	425	6,876	6,748	13,717	215	45	72	.....	331	5,912	6,509	1,297	1	.....
2,747	20	615	2,112	2,644	42	5	56	.....	25	27	1,398	1,297	.....	.....
750	.....	.....	750	750	.....	.....	.....	.....	.....	750	.....	.....	.....	.....
982	.....	108	874	962	20	.....	.....	.....	.....	108	874	.....	.....	.....
740	.....	.....	740	715	25	.....	.....	.....	.....	.....	740	.....	.....	.....
2,660	30	2,430	200	2,616	27	1	16	.....	.....	2,179	481	.....	.....	.....
528	.....	.....	528	485	35	8	.....	.....	.....	.....	528	.....	.....	.....
506	8	498	.....	498	6	2	.....	.....	.....	506	.....	.....	.....	.....
692	18	301	373	653	25	14	.....	.....	.....	333	359	.....	.....	.....
669	10	165	494	669	.....	.....	.....	.....	60	609	.....	.....	.....	.....
8,289	233	1,187	6,869	6,215	714	40	1,308	12	93	7,877	319	.....	.....	.....
6,082	160	875	5,047	4,425	648	21	986	2	84	5,989	9	.....	.....	.....
1,844	22	.....	1,822	1,472	30	16	320	6	6	1,838	.....	.....	.....	.....
781	6	228	547	320	7	2	446	6	6	754	21	.....	.....	.....
15,550	836	2,920	11,794	13,651	443	100	1,346	10	241	13,809	1,500	.....	.....	.....
2,367	613	1,551	203	1,989	122	44	205	7	132	1,440	795	.....	.....	.....
11,071	.....	.....	11,071	9,937	240	20	874	.....	.....	11,071	.....	.....	.....	.....
520	.....	.....	520	393	30	5	90	2	.....	520	.....	.....	.....	.....
8,056	2,629	3,774	1,653	7,916	79	5	56	.....	1,061	3,325	3,670	.....	.....	.....
3,422	1,390	1,602	430	3,366	51	4	1	.....	1,049	2,023	350	.....	.....	.....
894	120	81	693	891	3	.....	.....	.....	.....	855	39	.....	.....	.....
520	.....	292	228	483	13	1	23	.....	.....	1	519	.....	.....	.....
476	114	362	.....	466	8	2	.....	.....	15	111	350	.....	.....	.....
330	76	254	.....	325	1	4	.....	.....	2	110	218	.....	.....	.....
102	.....	102	.....	102	.....	.....	.....	.....	.....	102	.....	.....	.....	.....
127	.....	127	.....	125	.....	2	.....	.....	.....	2	125	.....	.....	.....
4,786	488	807	3,491	4,602	141	9	34	.....	233	1,684	2,854	15	.....	.....
1,572	63	323	1,186	1,459	83	2	28	.....	.....	29	1,543	.....	.....	.....
1,365	250	410	705	1,329	30	6	.....	.....	233	1,090	39	3	.....	.....
860	5	20	835	855	5	.....	.....	.....	.....	.....	860	.....	.....	.....
473	2	.....	471	452	18	.....	3	.....	.....	473	.....	.....	.....	.....
2,080	.....	241	1,839	2,018	36	6	20	.....	.....	1,749	331	.....	.....	.....
1,532	.....	110	1,422	1,471	35	6	20	.....	.....	1,332	200	.....	.....	.....
417	.....	.....	417	417	.....	.....	.....	.....	.....	417	.....	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. {Only the more important centers of each industry are specified.}	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
II. METALS, MACHINES AND								
5. VEHICLES—Concluded.								
Locomotives.....	7	4	1	216	8,682	8,802	216	8
Dunkirk.....	2	1	.....	60	3,557	3,617	60	.....
Schenectady.....	2	1	.....	150	4,897	4,957	150	8
g. Railway repair shops.....	115	107	1	512	18,950	18,941	508	.....
Albany.....	4	4	.....	80	2,124	2,204	80	.....
Buffalo.....	7	7	.....	68	2,656	2,724	68	.....
Depew.....	1	1	.....	24	718	742	24	.....
Hornell.....	1	1	.....	3	850	722	2	.....
New York City.....	28	28	.....	94	4,814	4,857	94	.....
Olean.....	1	1	.....	10	775	785	10	.....
Oneonta.....	2	1	.....	23	853	748	23	.....
Port Jervis.....	1	1	.....	10	620	630	10	.....
6. BOAT AND SHIP BUILDING.....	87	85	38	100	7,367	5,466	100	1
Buffalo.....	2	2	1	5	907	512	5	.....
Newburg.....	1	1	.....	4	400	283	4	.....
New York City.....	37	37	9	80	5,025	3,933	80	1
7. AGRICULTURAL IMPLEMENTS.....	98	81	36	648	9,414	8,162	583	1
Auburn.....	9	5	.....	190	2,259	1,783	126	.....
Batavia.....	3	3	.....	29	1,160	895	29	.....
Buffalo.....	6	6	3	106	1,028	959	106	.....
Hoosick Falls.....	3	1	.....	41	1,135	1,216	41	.....
Poughkeepsie.....	3	3	.....	63	759	690	63	1
Syracuse.....	6	3	1	77	626	657	79	.....
8. INSTRUMENTS AND APPLIANCES.								
a. Professional and scientific instruments.....	71	70	35	130	2,247	2,306	129	.....
New York City.....	51	51	33	84	1,369	1,415	83	.....
Rochester.....	4	4	.....	16	291	299	16	.....
b. Optical and photographic apparatus.....	66	60	31	270	3,818	4,022	270	.....
Geneva.....	4	2	3	7	293	295	7	.....
New York City.....	42	42	21	65	368	375	65	.....
Rochester.....	12	10	3	187	3,056	3,243	187	.....
c. Lamps, reflectors, stereopticons, etc.....	50	47	21	99	1,871	1,909	95	.....
New York City.....	36	36	17	65	947	977	65	.....
Rochester.....	7	6	1	15	618	611	15	.....
d. Clocks and time recorders.....	28	27	10	82	1,657	1,722	82	.....
New York City.....	19	19	5	44	1,226	1,263	44	.....
Syracuse.....	5	4	4	23	254	277	23	.....
e. Scales, meters, phonographs, etc.....	71	66	23	250	2,700	2,794	250	2
Albany.....	1	1	.....	4	235	239	4	.....
Binghamton.....	6	3	1	23	186	209	23	.....
New York City.....	46	45	13	186	1,863	1,913	186	1
III. WOOD MAN								
1. SAW MILL PRODUCTS.....	294	282	140	101	4,506	4,303	100	.....
New York City.....	37	37	9	40	712	705	40	.....
Oswegatchie.....	1	1	.....	2	250	252	2	.....
St. Regis Falls.....	2	1	.....	.....	211	181	.....	.....
Tupper Lake.....	2	2	.....	4	255	259	4	.....

Statistics of Factories Inspected: By Industries

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
. SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

CONVEYANCES—Concluded.

8,586	18	.....	8,568	8,320	256	10	.....	.....	.....	4,825	8,761	.....	.....	.....
3,557	.....	.....	3,557	3,387	160	10	.....	.....	.....	.....	8,557	.....	.....	.....
4,807	.....	.....	4,807	4,711	96	.....	.....	.....	.....	4,807	.....	.....	.....	.....
18,433	281	8,473	14,679	18,206	206	1	20	.....	2,200	5,185	10,140	908	.....	.....
2,124	18	50	2,056	2,121	3	.....	.....	.....	.....	2,056	68	.....	.....	.....
2,656	.....	275	2,381	2,485	171	.....	.....	.....	707	675	1,274	.....	.....	.....
718	.....	.....	718	706	12	.....	.....	.....	718	.....	.....	.....	.....	.....
720	.....	.....	720	720	.....	.....	.....	.....	.....	720	.....	.....	.....	.....
4,763	43	1,153	3,567	4,740	8	.....	20	.....	.....	364	4,167	232	.....	.....
775	.....	.....	775	775	.....	.....	.....	.....	775	.....	.....	.....	.....	.....
725	.....	.....	725	718	7	.....	.....	.....	.....	.....	725	.....	.....	.....
620	.....	.....	620	620	.....	.....	.....	.....	.....	.....	620	.....	.....	.....
5,366	356	1,463	3,547	5,361	4	1	.....	.....	168	4,807	391	.....	.....	.....
507	7	.....	500	507	.....	.....	.....	.....	.....	507	.....	.....	.....	.....
279	.....	.....	279	275	4	.....	.....	.....	.....	279	.....	.....	.....	.....
3,853	138	947	2,768	3,852	.....	1	.....	.....	128	3,725	.....	.....	.....	.....
7,579	228	2,068	5,283	7,432	102	5	40	.....	85	965	6,579	.....	.....	.....
1,657	18	35	1,604	1,626	16	2	13	.....	35	21	1,601	.....	.....	.....
866	.....	160	706	833	18	.....	15	.....	.....	.....	866	.....	.....	.....
853	17	30	806	827	25	.....	1	.....	.....	2	851	.....	.....	.....
1,175	.....	.....	1,175	1,163	12	.....	.....	.....	.....	.....	1,175	.....	.....	.....
627	.....	30	597	617	10	.....	.....	.....	.....	597	30	.....	.....	.....
578	.....	183	395	569	8	1	.....	.....	.....	1	577	.....	.....	.....
2,177	236	1,897	544	1,592	54	36	470	25	59	1,433	685	.....	.....	.....
1,332	184	604	544	1,069	37	21	197	8	24	1,074	234	.....	.....	.....
283	8	275	.....	162	13	9	99	.....	.....	254	29	.....	.....	.....
3,752	218	962	2,572	2,556	284	113	751	48	28	3,294	430	.....	.....	.....
288	10	.....	278	196	10	2	80	.....	.....	2	286	.....	.....	.....
310	168	142	.....	273	8	6	22	1	24	273	13	.....	.....	.....
3,056	10	752	2,294	1,996	265	105	643	47	.....	2,944	112	.....	.....	.....
1,814	218	1,024	572	1,581	110	13	109	1	4	565	1,245	.....	.....	.....
912	182	456	274	805	35	4	68	1	4	310	598	.....	.....	.....
596	17	281	298	507	66	9	14	.....	.....	242	354	.....	.....	.....
1,640	92	452	1,096	1,167	168	6	299	.....	21	301	1,318	.....	.....	.....
1,219	68	55	1,096	764	165	4	286	.....	21	81	1,117	.....	.....	.....
254	.....	254	.....	245	3	.....	6	.....	.....	86	168	.....	.....	.....
2,544	323	1,111	1,110	2,335	95	8	102	4	36	1,583	925	.....	.....	.....
235	.....	.....	235	230	5	.....	.....	.....	.....	235	.....	.....	.....	.....
186	10	176	.....	182	4	.....	.....	.....	.....	.....	186	.....	.....	.....
1,727	190	662	875	1,604	81	7	35	.....	19	1,216	492	.....	.....	.....

UFACTURES.

4,203	1,192	2,761	250	4,140	35	23	5	.....	15	147	3,540	501	7	.....
665	174	491	.....	647	12	6	.....	.....	.....	89	576	.....	.....	.....
250	.....	.....	250	240	10	.....	.....	.....	.....	.....	250	.....	.....	.....
181	.....	181	.....	175	2	4	.....	.....	.....	.....	181	.....	.....	.....
255	.....	255	.....	255	.....	.....	.....	.....	.....	.....	255	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
III. WOOD MANUFAC								
2. PLANING MILL PRODUCTS.								
a. House trim.....	648	590	287	759	17,266	17,088	751	1
Buffalo.....	26	25	19	90	2,093	2,132	90	
Elmira.....	6	6		20	598	523	21	
New York City.....	208	208	85	296	7,090	7,006	296	1
Rochester.....	33	30	11	29	1,006	989	29	
b. Packing boxes, crates, etc.....	196	185	87	135	4,612	4,367	135	
Buffalo.....	7	7	3	10	320	330	10	
New York City.....	69	69	23	67	1,540	1,550	67	
North Tonawanda.....	5	4		10	285	289	10	
Oswego.....	2	2		5	263	268	5	
Rochester.....	6	5		5	292	226	5	
c. Cigar and fancy wood boxes.....	93	85	53	91	2,939	2,850	91	
Buffalo.....	9	9	8	5	318	310	5	
Elmira.....	2	1		11	225	197	11	
New York City.....	57	56	36	70	2,056	2,031	70	
3. COOPERAGE.....								
Buffalo.....	138	128	45	32	2,729	2,428	31	
New York City.....	17	16	7	6	366	324	6	
New York City.....	48	47	15	18	1,423	1,402	18	
4. WOOD TURNED AND CARVED.								
a. Canes, umbrella sticks, etc.....	30	30	24	16	506	475	16	
New York City.....	29	29	24	16	504	473	16	
c. Wooden toys and novelties.....	95	88	49	43	1,277	1,138	40	
New York City.....	52	52	25	20	482	414	20	
e. Other articles and appliances of wood.....	290	276	204	133	3,646	3,437	133	
Buffalo.....	17	17	11	24	406	419	24	
New York City.....	151	151	115	53	1,425	1,363	53	
5. FURNITURE AND CABINET WORK.								
a. Furniture and upholstery.....	602	571	283	587	18,524	17,445	584	1
Binghamton.....	5	4	1	6	371	377	6	
Buffalo.....	24	24	12	37	1,329	1,328	36	
Herkimer.....	6	5		13	890	903	13	
Jamestown.....	27	27	38	69	2,147	2,178	69	
Medina.....	5	5		10	525	535	10	
New York City.....	353	350	147	324	7,385	6,584	323	
Rochester.....	22	21	5	26	1,361	1,255	26	
Syracuse.....	9	7	3	13	410	423	13	
b. Caskets.....	26	25	10	49	1,281	1,270	49	
New York City.....	10	10	3	20	463	438	20	
Oneida.....	2	1		7	302	309	7	
c. Store, office and kitchen fixtures.....	171	165	70	269	4,281	4,265	269	
Buffalo.....	9	8	3	21	636	654	21	
New York City.....	135	134	58	140	2,542	2,441	140	
Rochester.....	6	5	3	86	604	690	86	
d. Mirror and picture frames.....	158	155	75	150	2,374	2,111	144	
New York City.....	135	134	62	137	1,734	1,550	133	
Rochester.....	7	7	2	8	244	213	6	

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NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.

TURNS—Continued.

16,337	2,660	9,579	4,098	15,854	393	80	10	.....	2,367	4,405	9,565	.....	1	.....
2,042	50	1,294	698	1,896	117	29	.....	.....	7	335	1,700	.....	.....	.....
502	10	242	250	502	.....	.....	.....	.....	75	403	24	.....	.....	.....
6,710	909	3,664	2,137	6,556	133	13	8	.....	1,519	1,189	4,002	.....	.....	.....
960	83	877	.....	951	7	2	.....	.....	14	900	46	.....	.....	.....
4,232	1,119	2,913	200	3,593	285	100	253	1	58	620	3,554	.....	2	.....
320	17	303	.....	273	32	13	2	.....	14	8	298	.....	.....	.....
1,483	367	1,116	.....	1,390	75	18	.....	.....	27	337	1,119	.....	.....	.....
279	.....	279	.....	178	68	33	.....	.....	.....	7	272	.....	.....	.....
263	63	.....	200	213	35	15	.....	.....	15	185	63	.....	.....	.....
221	20	201	.....	200	17	.....	4	.....	.....	.....	221	.....	.....	.....
2,759	348	1,709	702	1,453	115	33	1,112	46	7	1,281	1,471	.....	1	.....
305	37	268	.....	44	9	6	238	8	.....	12	293	.....	.....	.....
186	.....	186	.....	85	28	.....	70	3	3	183	.....	.....	.....	.....
1,961	231	1,028	702	1,225	69	23	613	31	4	1,042	915	.....	.....	.....
2,397	617	1,080	700	2,273	98	20	5	1	138	614	1,645	.....	1	.....
318	73	245	.....	288	22	8	.....	.....	12	105	201	.....	.....	.....
1,384	253	431	700	1,315	65	4	.....	.....	44	334	1,006	.....	.....	.....
459	170	289	.....	430	25	3	1	.....	.....	176	283	.....	1	.....
457	168	289	.....	428	25	3	1	.....	.....	176	281	.....	1	.....
1,098	455	643	.....	831	44	30	187	6	123	254	721	.....	1	.....
394	278	116	.....	341	12	11	24	6	94	204	96	.....	1	.....
3,204	1,358	1,696	250	3,068	73	36	123	4	163	1,077	2,056	8	2	.....
395	117	28	250	316	30	16	33	.....	.....	307	88	.....	2	.....
1,310	716	594	.....	1,224	23	14	47	2	144	604	562	.....	.....	.....
16,861	2,127	11,565	3,169	15,507	492	111	724	27	1,415	2,167	13,279	.....	24	.....
371	9	362	.....	355	5	2	9	.....	.....	8	363	.....	.....	.....
1,292	84	753	455	1,073	161	37	21	.....	2	69	1,221	.....	.....	.....
890	.....	370	520	846	33	2	8	1	.....	3	887	.....	.....	.....
2,109	40	1,468	601	2,079	18	7	5	.....	1	3	2,105	.....	.....	.....
525	.....	250	275	470	16	9	30	.....	.....	.....	525	.....	.....	.....
6,261	1,423	4,310	528	5,710	76	17	445	13	1,377	1,721	3,163	.....	2	.....
1,229	57	825	347	1,155	60	7	7	.....	.....	112	1,117	.....	.....	.....
410	19	391	.....	391	12	3	4	.....	.....	5	405	.....	.....	.....
1,221	83	836	302	993	14	6	207	1	95	313	813	.....	.....	.....
418	17	401	.....	364	.....	.....	53	1	.....	274	144	.....	.....	.....
202	.....	.....	302	198	5	4	95	.....	95	4	203	.....	.....	.....
3,996	763	2,246	987	3,742	104	23	122	5	896	1,310	1,790	.....	.....	.....
633	14	187	432	548	72	13	.....	.....	.....	39	594	.....	.....	.....
2,301	641	1,660	.....	2,248	12	4	35	2	888	654	759	.....	.....	.....
604	11	38	555	493	18	5	85	3	.....	598	6	.....	.....	.....
1,967	809	945	213	1,837	40	19	71	.....	51	916	1,000	.....	1	.....
1,417	687	517	213	1,368	23	11	15	.....	49	851	517	.....	1	.....
207	41	166	.....	182	.....	1	24	.....	.....	7	200	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Number of inspections.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
III. WOOD MANUFAC								
5. FURNITURE AND CABINET WORK—Concl'd.								
e. Other cabinet work.....	206	203	107	95	3,607	3,225	92	.....
Buffalo.....	5	5	1	9	257	266	9	.....
New York City.....	167	166	84	69	2,701	2,348	66	.....
6. PIANOS, ORGANS, ETC.....	205	195	74	432	13,240	13,163	432	.....
Buffalo.....	6	6	1	11	336	347	11	.....
Castleton.....	1	1	.....	4	309	279	4	.....
Despatch.....	6	5	.....	39	576	615	39	.....
New York City.....	153	150	60	338	10,261	10,134	338	.....
7. BROOMS, CORK, ETC.								
a. Pulp and fiber goods.....	5	5	.....	19	411	415	19	.....
Lockport.....	1	1	.....	10	225	235	10	.....
b. Mats and woven goods (New York City)...	28	28	17	12	616	594	10	.....
c. Brooms.....	31	31	11	15	897	891	15	.....
Amsterdam.....	3	3	.....	5	396	401	5	.....
d. Articles of cork.....	25	23	10	19	464	460	19	.....
New York City.....	23	22	10	16	436	429	16	.....
e. Pipes (tobacco).....	28	28	13	34	1,737	1,641	34	.....
New York City.....	24	24	12	28	1,597	1,495	28	.....
f. Fireproofing lumber (New York City).....	2	2	.....	1	65	61	1	.....
IV. LEATHER AND								
1. LEATHER.....	131	128	28	113	6,193	5,934	111	.....
Ballston Spa.....	1	1	.....	4	414	418	4	.....
Buffalo.....	6	5	3	18	760	745	16	.....
Gloversville.....	27	27	4	6	1,247	1,203	6	.....
Johnstown.....	20	20	1	4	700	654	4	.....
New York.....	42	42	17	52	884	906	52	.....
Olean.....	6	6	.....	7	521	528	7	.....
2. FURS AND FUR GOODS.....	806	795	588	311	10,674	8,066	304	.....
Gloversville.....	5	5	.....	.....	146	141	.....	.....
New York City.....	772	765	574	304	10,165	7,660	297	.....
3. LEATHER AND CANVAS GOODS.								
a. Belting, washers, etc.....	38	35	13	80	1,025	916	79	.....
Glen Cove.....	2	1	.....	9	500	346	9	.....
New York City.....	18	18	4	48	315	354	48	.....
b. Saddlery and harness.....	181	173	107	109	1,433	1,408	104	.....
Buffalo.....	12	12	7	17	243	247	17	.....
New York City.....	96	96	56	60	574	568	56	.....
Rochester.....	10	9	6	6	117	110	6	.....
c. Traveling bags and trunks.....	95	95	52	61	1,716	1,628	61	.....
Buffalo.....	5	5	.....	3	138	132	3	.....
New York City.....	83	83	51	52	1,354	1,266	52	.....
Rochester.....	4	4	1	5	171	176	5	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

TURES—Concluded.

3,133	1,071	1,830	232	3,070	41	17	5	.....	1,045	960	1,128	.....	2	.....
257	21	236	.....	238	12	7	.....	.....	.....	236	21	.....	.....	.....
2,282	881	1,169	232	2,251	21	6	4	.....	1,007	545	730	.....	2	.....
12,731	518	7,049	5,164	11,660	485	222	347	17	201	9,563	2,967	.....	1	.....
336	21	215	.....	300	14	4	18	.....	.....	11	325	.....	.....	.....
275	.....	.....	275	154	18	18	71	14	.....	32	243	.....	.....	.....
576	.....	282	294	572	4	.....	.....	.....	.....	576	.....	.....	.....	.....
9,796	406	5,081	4,309	9,162	418	198	18	.....	188	8,491	1,117	.....	1	.....
396	12	159	225	389	5	2	.....	.....	.....	6	390	.....	.....	.....
225	.....	.....	225	220	5	.....	.....	.....	.....	.....	225	.....	.....	.....
581	125	456	.....	507	22	6	46	.....	20	282	279	.....	.....	.....
876	74	602	200	740	43	15	78	.....	9	238	629	.....	.....	.....
396	.....	196	200	368	21	7	.....	.....	.....	7	389	.....	.....	.....
441	67	374	.....	283	4	1	201	2	28	82	331	.....	.....	.....
413	67	346	.....	219	4	1	187	2	28	82	303	.....	.....	.....
1,607	83	1,123	401	1,312	51	26	208	10	39	1,333	235	.....	.....	.....
1,467	67	999	401	1,212	42	23	181	9	39	1,278	150	.....	.....	.....
60	10	50	.....	60	.....	.....	.....	.....	.....	.....	60	.....	.....	.....

RUBBER GOODS.

5,823	447	4,172	1,204	5,404	68	15	319	17	36	420	5,267	.....	.....	.....
414	.....	.....	414	361	8	3	40	2	.....	45	369	.....	.....	.....
729	9	180	540	626	40	3	60	.....	.....	33	696	.....	.....	.....
1,197	107	1,090	.....	1,197	.....	.....	.....	.....	.....	.....	1,197	.....	.....	.....
650	92	558	.....	650	.....	.....	.....	.....	.....	25	625	.....	.....	.....
854	176	678	.....	715	12	4	119	4	36	221	597	.....	.....	.....
521	.....	521	.....	427	5	2	76	11	.....	63	458	.....	.....	.....
7,762	3,568	3,323	871	5,279	65	16	2,388	14	611	5,487	1,630	34	.....	1
141	3	138	.....	81	.....	.....	60	.....	.....	.....	141	.....	.....	.....
7,263	2,420	3,062	871	5,063	61	15	2,210	14	604	5,331	1,407	21	.....	1
837	203	297	337	774	23	13	26	1	2	223	612	.....	.....	.....
337	.....	.....	337	336	1	.....	.....	.....	.....	.....	337	.....	.....	.....
306	125	181	.....	278	11	5	12	.....	2	185	119	.....	.....	.....
1,304	663	641	.....	1,073	32	10	191	8	25	341	938	.....	.....	.....
230	70	160	.....	168	20	3	38	1	5	7	218	.....	.....	.....
512	333	179	.....	438	10	7	57	.....	12	313	187	.....	.....	.....
104	29	75	.....	70	.....	.....	34	.....	4	4	96	.....	.....	.....
1,567	560	1,007	.....	1,427	46	8	86	.....	15	461	1,091	.....	.....	.....
129	8	121	.....	86	17	6	20	.....	.....	6	123	.....	.....	.....
1,214	517	697	.....	1,146	22	1	45	.....	15	450	749	.....	.....	.....
171	12	159	.....	143	7	1	20	.....	.....	5	166	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of in-spec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
IV. LEATHER AND RUB								
3. LEATHER AND CANVAS GOODS—Concluded.								
d. Boots and shoes.....	282	259	136	603	21,526	21,274	556	1
Auburn.....	2	1	.....	45	2,120	2,147	27	.....
Buffalo.....	18	18	15	24	600	598	24	.....
Endicott.....	3	2	.....	25	1,097	1,122	25	.....
Lestershire.....	3	2	.....	51	1,878	1,611	26	.....
New York City.....	155	149	91	218	7,494	7,385	215	.....
Rochester.....	68	59	18	175	6,211	6,288	173	.....
Syracuse.....	7	4	1	26	697	707	27	1
e. Gloves and mittens.....	164	158	49	104	6,074	5,876	104	.....
Gloversville.....	66	66	15	38	3,448	3,285	38	.....
Johnstown.....	39	39	4	20	1,417	1,401	20	.....
f. Fancy leather goods.....	292	287	173	228	6,659	5,501	223	.....
Buffalo.....	5	5	4	5	258	260	5	.....
New York City.....	272	270	163	216	6,180	5,043	212	.....
g. Canvas and sporting goods.....	101	98	56	100	1,753	1,584	100	.....
New York City.....	73	73	43	88	1,406	1,286	88	.....
4. RUBBER AND GUTTA PERCHA GOODS..								
Buffalo.....	5	5	2	18	473	481	18	.....
Matteawan.....	1	1	.....	4	220	224	4	.....
New York City.....	95	93	36	151	3,063	3,077	151	.....
Yonkers.....	3	3	.....	36	678	646	36	.....
5. ARTICLES OF PEARL, HORN, BONE, HAIR, ETC.								
a. Pearl buttons, handles, etc.....	38	36	14	38	2,365	2,118	37	.....
Amsterdam.....	3	3	.....	14	637	639	14	.....
New York City.....	33	32	14	22	1,424	1,288	21	.....
b. Articles of horn, bone, tortoise shell, etc...	66	65	33	145	2,711	2,763	140	.....
New York City.....	52	52	31	49	887	865	49	.....
Rochester.....	6	6	.....	73	1,078	1,151	73	.....
c. Brushes.....	68	67	35	86	1,779	1,759	86	.....
New York City.....	42	42	25	66	1,031	1,022	66	.....
Troy.....	12	12	5	10	542	522	10	.....
d. Mattresses, pillows, and other articles of hair, feathers, etc.....	142	139	69	148	1,930	1,709	133	.....
New York City.....	117	116	57	137	1,389	1,346	122	.....
V. CHEMICALS, OILS,								
1. DRUGS AND CHEMICALS.								
a. Proprietary medicines.....	114	114	18	702	2,101	2,571	686	.....
Buffalo.....	10	10	7	86	337	345	80	.....
New York City.....	78	78	6	480	1,283	1,638	470	.....
b. Sodas and other alkalies.....	26	25	4	432	4,246	4,633	432	.....
Niagara Falls.....	4	4	1	35	711	724	35	.....
Solvay.....	1	1	.....	350	2,822	3,172	350	.....
d. Other chemicals and drugs.....	159	154	34	927	5,668	6,339	927	.....
Buffalo.....	5	5	2	38	452	490	38	.....
Greece.....	1	1	.....	19	1,062	1,081	19	.....
New York City.....	116	113	18	759	2,764	3,326	759	.....
Niagara Falls.....	7	7	2	13	695	684	13	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

BER GOODS—Concluded.

20,718	882	6,998	12,838	12,696	878	294	6,678	172	408	11,405	8,825	80		
2,120			2,120	1,137	150	27	798	8		35	2,085			
574	62	270	242	304	41	18	206	5	1	46	527			
1,097		66	1,031	740	21	9	325	2		1,031	66			
1,585		72	1,513	1,255	12	12	303	3		1,513	72			
7,170	620	2,648	3,902	4,841	217	81	1,971	60	344	4,952	1,794	80		
6,115	115	2,608	3,392	3,305	328	107	2,307	68	54	3,712	2,349			
680	10	246	424	358	66	22	226	8		30	650			
5,772	701	3,601	1,470	3,030	61	42	2,570	69	41	655	5,076			
3,247	278	1,710	1,259	1,731	41	31	1,408	36		128	3,119			
1,381	164	1,006	211	745	12	10	598	16		139	1,242			
5,278	1,384	3,894		3,211	205	86	1,715	61	108	1,503	3,667		3	3
255	20	235		66	12	10	164	3		80	175			
4,831	1,311	3,520		3,037	190	74	1,475	55	105	1,338	3,388		3	3
1,484	438	1,046		858	14	9	591	12	124	695	665			
1,198	312	886		714	8	5	462	9	121	612	465			
4,598	535	1,339	2,724	2,957	144	40	1,411	46	259	1,976	2,311	52	3	
463	8	175	280	378	3	1	80	1	20	62	381			
220			220	157	8	2	51	2		4	216			
2,926	459	846	1,621	1,719	117	30	1,017	43	236	1,267	1,423		3	
610	7		603	377	7	3	223		3	607				
2,081	183	1,632	266	1,039	48	10	943	41	107	248	1,726		2	
625		359	266	355	36	3	220	11		9	616			
1,267	183	1,084		612	4	3	620	28	107	239	921			
2,623	220	1,423	980	1,251	102	41	1,172	57	38	1,590	995		1	2
816	220	596		564	38	17	182	15	38	416	362		1	
1,078		317	761	352	51	14	638	23		1,078				
1,673	249	1,424		1,221	73	54	315	10	44	548	1,081			
956	141	815		611	39	41	255	10	30	469	457			
512	30	482		458	21	7	26		6	8	498			
1,576	711	865		769	13	1	782	11	129	1,002	439	6	1	
1,224	550	674		612	13	1	591	7	113	953	152	6	1	

PAINTS, ETC.

1,885	655	1,230		757	18	5	1,090	15	1,120	635	130			
265	51	214		55	7		203		14	251				
1,168	445	723		502	8	4	647	7	903	183	82			
4,201	98	515	3,588	3,816	39	22	300	15	196	767	3,238			
689		136	553	685	4				100	200	389			
2,822			2,822	2,809	11	2				2	2,820			
5,412	603	1,967	2,842	4,146	34	24	1,195	13	875	2,478	2,033	26		
452	27		425	440		2	10		9	205	238			
1,062			1,062	568	9	6	468	11		1,062				
2,567	424	1,192	951	2,044	19	13	490	1	745	944	865	13		
671	32	35	404	666		1	4			81	577	13		

Table V—Continued.

INDUSTRY AND LOCALITY. {Only the more important centers of each industry are specified.}	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
V. CHEMICALS, OILS.								
2. PAINTS, DYES AND COLORS.								
a. Paint, varnish, etc.....	113	110	8	225	3,203	3,251	223	.....
Buffalo.....	7	7	2	14	193	196	14	.....
New York City.....	94	92	5	197	2,888	2,939	195	.....
b. Dyes, colors and inks.....	101	100	30	305	1,906	2,098	307	.....
Buffalo.....	6	6	2	29	221	237	29	.....
New York City.....	81	80	24	241	1,436	1,587	243	.....
Lead pencils and crayons.....	7	7	1	45	1,829	1,872	44	.....
New York City.....	6	6	1	41	1,822	1,861	40	.....
3. WOOD ALCOHOL AND ESSENTIAL OILS.								
Buffalo.....	96	87	18	166	1,656	1,631	173	.....
New York City.....	9	9	6	26	532	421	36	.....
New York City.....	45	45	8	116	660	760	114	.....
4. ANIMAL OIL PRODUCTS.....								
New York City.....	51	48	13	60	886	923	58	.....
Promised Land.....	24	24	.....	26	251	264	24	.....
Syracuse.....	1	1	.....	2	195	197	2	.....
Syracuse.....	8	6	5	15	254	269	15	.....
5. MINERAL OIL PRODUCTS.....								
Buffalo.....	37	30	3	95	2,942	2,944	95	.....
New York City.....	5	5	1	9	197	206	9	.....
Olean.....	20	14	1	55	2,122	2,119	55	.....
Rochester.....	1	1	.....	12	225	202	12	.....
Rochester.....	1	1	.....	9	245	254	9	.....
6. SOAP, PERFUMERY AND COSMETICS....								
Buffalo.....	121	116	31	1,137	4,381	5,237	1,133	.....
New York City.....	9	9	4	735	1,701	2,433	735	.....
New York City.....	85	85	18	368	2,367	2,522	365	.....
7. MISCELLANEOUS CHEMICAL PRODUCTS.								
a. Wax figures, etc.....	10	10	3	4	98	78	4	.....
Starch.....	7	6	1	11	224	234	11	.....
Oswego.....	3	2	.....	9	186	195	9	.....
c. Glue, mucilage, etc.....	31	31	8	71	616	678	62	.....
New York City.....	22	22	2	63	487	542	54	.....
d. Fertilizers.....	8	7	1	29	292	371	29	.....
Buffalo.....	1	1	.....	22	190	172	22	.....
Cheektowaga.....	1	1	.....	7	160	157	7	.....
e. Matches and explosives.....	10	10	.....	16	1,027	912	16	.....
New York City.....	7	7	.....	10	488	423	10	.....
Oswego.....	1	1	.....	4	431	435	4	.....
f. Celluloid and other plastics.....	9	9	4	8	112	90	8	.....

VI. PAPER

1. SORTING WASTE PAPER.....	43	43	16	14	520	490	14	.....
New York City.....	41	41	16	14	461	441	14	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.]									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'lhs (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.

PAINTS, ETC.—Concluded.

3,028	454	1,996	578	2,507	50	43	410	12	230	1,316	1,412	70	.....	.....
182	11	171	.....	137	6	8	31	.....	.....	60	122	.....	.....	.....
2,744	384	1,782	578	2,279	49	34	370	12	229	1,229	1,216	70	.....	.....
[1,791	414	1,377	.....	1,403	28	4	347	9	314	676	763	38	.....	.....
208	21	187	.....	174	6	.....	28	.....	.....	30	178	.....	.....	.....
1,344	349	995	.....	1,032	22	4	278	8	313	526	467	38	.....	.....
1,828	23	.....	1,805	406	462	29	877	54	36	1,786	6	.....	.....	.....
1,821	16	.....	1,805	403	462	27	875	54	36	1,779	6	.....	.....	.....
1,458	504	954	.....	1,342	2	.....	113	1	122	240	636	460	.....	.....
385	36	349	.....	374	.....	.....	11	.....	53	15	243	74	.....	.....
646	201	445	.....	578	1	.....	66	1	67	180	269	130	.....	.....
865	240	625	.....	720	22	12	97	14	51	21	780	63	.....	.....
240	124	116	.....	234	1	1	4	.....	43	9	188	.....	.....	.....
195	.....	195	.....	195	.....	.....	.....	.....	.....	.....	195	.....	.....	.....
254	38	216	.....	138	21	11	70	14	.....	6	185	63	.....	.....
2,849	133	657	2,059	2,691	81	68	9	.....	3	2,529	200	117	.....	.....
197	16	181	.....	195	.....	.....	2	.....	.....	181	16	.....	.....	.....
2,064	54	196	1,814	1,913	77	68	6	.....	3	1,912	149	.....	.....	.....
190	.....	190	.....	190	.....	.....	.....	.....	.....	190	.....	.....	.....	.....
245	.....	.....	245	241	4	.....	.....	.....	.....	245	.....	.....	.....	.....
4,104	571	1,765	1,768	2,271	89	27	1,685	32	535	2,644	925	.....	.....	.....
1,698	32	109	1,557	1,121	42	17	515	3	.....	1,426	272	.....	.....	.....
2,157	442	1,504	211	1,022	46	9	1,052	28	521	1,130	506	.....	.....	.....
74	74	.....	.....	46	2	.....	24	2	8	54	12	.....	.....	.....
223	37	186	.....	98	12	4	100	9	11	13	199	.....	.....	.....
186	.....	186	.....	72	12	4	89	9	.....	13	173	.....	.....	.....
616	137	187	292	494	13	7	102	.....	91	384	141	.....	.....	.....
488	92	104	292	386	13	3	86	.....	88	375	25	.....	.....	.....
342	42	300	.....	342	.....	.....	.....	.....	5	150	187	.....	.....	.....
150	.....	150	.....	150	.....	.....	.....	.....	.....	150	.....	.....	.....	.....
150	.....	150	.....	150	.....	.....	.....	.....	.....	.....	150	.....	.....	.....
896	25	440	431	498	48	30	304	16	2	59	835	.....	.....	.....
413	7	406	.....	198	28	19	161	7	2	21	390	.....	.....	.....
431	.....	.....	431	250	20	11	141	9	.....	20	411	.....	.....	.....
82	28	54	.....	62	2	3	15	.....	11	47	24	.....	.....	.....

AND PULP.

476	236	240	.....	323	4	1	148	.....	.....	62	336	78	.....	.....
427	218	209	.....	299	2	1	125	.....	.....	62	287	78	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. {Only the more important centers of each industry are specified.}	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.		
				Office help.	Shop force.		Total.	14-16 yrs. of age.	
VI. PAPER AND									
2. PULP AND PAPER.									
a. Pulp mills.....	36	31		37	1,504	1,489	37		
Cadyville.....	3	1		4	181	185	4		
Fennimore.....	2	1		3	232	235	3		
Hinckley.....	1	1		2	183	185	2		
b. Pulp and paper mills.....	52	44		137	6,344	6,283	137		
Deeriet.....	1	1		10	342	352	10		
Fort Edward.....	1	1		4	531	461	4		
Glen Park.....	6	3		7	310	317	7		
Mechanicville.....	1	1		17	602	619	17		
Palmer Falls.....	1	1		13	638	651	13		
South Glens Falls.....	1	1		6	317	323	6		
Ticonderoga.....	3	3		16	512	528	16		
Paper mills.....	152	142	26	397	6,669	6,929	393		
Fulton.....	4	4		12	219	228	12		
New York City.....	26	26	4	202	1,111	1,304	198		
Niagara Falls.....	6	6	1	22	639	659	22		
Piercefield.....	1	1		3	245	248	3		
Sandy Hill.....	3	3		8	405	413	8		
Schuylerville.....	1	1		6	224	230	6		
Tonawanda.....	2	2		28	205	233	28		
VII. PRINTING AND									
1. TYPE AND PRINTERS' MATERIALS.....									
New York City.....	26	26	12	43	297	301	43		
	23	23	9	41	274	276	41		
2. PAPER GOODS.									
a. Paper boxes and tubes.....	299	285	104	433	13,361	12,743	426		
Buffalo.....	11	10	5	27	1,500	1,511	27		
New York City.....	195	191	66	332	8,809	8,327	327		
Rochester.....	15	13	4	21	714	642	19		
Troy.....	8	8		7	497	469	7		
b. Paper bags and sacks.....	17	16	6	58	1,077	1,080	58		
Ballston Spa.....	1	1		7	193	200	7		
New York City.....	7	7	4	17	321	294	17		
Sandy Hill.....	1	1		9	248	257	9		
c. Other paper goods.....	183	180	48	821	5,069	5,474	811		
Albany.....	2	2		18	194	212	18		
New York City.....	158	158	41	790	4,368	4,819	780		
3. PRINTING AND BOOK MAKING.									
a. Printing and publishing.....	2,192	2,094	1,053	7,730	44,541	47,597	7,660		
Albany.....	29	29	16	122	1,460	1,546	122		
Buffalo.....	79	77	68	380	2,245	2,498	372		
New York City.....	1,262	1,253	520	6,140	33,094	35,166	6,108		
Rochester.....	49	46	34	102	1,233	1,307	101		
Bookbinding and blank book making.....	282	277	180	544	9,701	9,212	517		
New York City.....	231	230	141	440	8,563	8,008	414		
Niagara Falls.....	1	1		45	271	316	45		
Saugerties.....	1	1		5	218	223	5		

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYERS AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK.—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

PULP—Concluded.

1,452	153	1,062	232	1,451	.....	1	.....	.....	334	2	144	972	.....	.....
181	.....	181	.....	181	.....	.....	.....	.....	.....	.....	.....	181	.....	.....
232	.....	.....	232	232	.....	.....	.....	.....	224	.....	8	.....	.....	.....
183	.....	183	.....	183	.....	.....	.....	.....	.....	.....	.....	183	.....	.....
6,146	12	2,407	3,727	5,920	14	2	209	1	89	31	1,629	4,397	.....	.....
342	.....	.....	342	337	.....	.....	5	.....	.....	.....	5	337	.....	.....
457	.....	.....	457	456	.....	.....	1	.....	.....	.....	219	238	.....	.....
310	.....	310	.....	300	.....	.....	10	.....	.....	.....	10	300	.....	.....
602	.....	.....	602	550	.....	.....	52	.....	.....	.....	602	.....	.....	.....
638	.....	.....	638	628	.....	.....	10	.....	.....	.....	10	628	.....	.....
317	.....	.....	317	317	.....	.....	.....	.....	.....	.....	.....	317	.....	.....
512	.....	259	253	493	.....	.....	19	.....	.....	.....	19	493	.....	.....
6,536	585	4,753	1,198	5,831	44	24	623	14	98	474	3,080	2,884	.....	.....
216	.....	216	.....	201	.....	1	14	.....	.....	1	14	201	.....	.....
1,106	105	676	325	759	30	15	289	13	11	416	651	28	.....	.....
637	13	220	404	632	.....	.....	5	.....	.....	13	434	190	.....	.....
245	.....	.....	245	235	.....	.....	10	.....	.....	10	235	.....	.....	.....
405	.....	405	.....	387	1	.....	17	.....	32	.....	243	130	.....	.....
224	.....	.....	224	188	.....	3	33	.....	.....	3	221	.....	.....	.....
205	.....	205	.....	205	.....	.....	.....	.....	.....	.....	150	55	.....	.....

PAPER GOODS

258	126	132	.....	222	9	2	25	.....	34	195	29	.....	.....	.....
235	103	132	.....	200	9	2	24	.....	33	195	7	.....	.....	.....
12,317	1,399	7,998	2,920	4,073	368	134	7,429	313	423	7,799	4,090	5	3	.....
1,484	34	576	874	175	30	5	1,251	23	2	218	1,264	.....	.....	.....
8,000	996	4,958	2,046	2,861	249	65	4,599	226	381	6,280	1,334	5	3	.....
623	50	573	.....	155	1	1	454	12	9	602	12	.....	.....	.....
462	.....	462	.....	209	24	24	203	2	.....	175	287	.....	.....	.....
1,022	97	677	248	480	46	2	476	18	16	98	846	62	.....	.....
193	.....	193	.....	125	6	.....	62	.....	.....	.....	193	.....	.....	.....
277	41	236	.....	116	11	2	133	15	13	56	208	.....	.....	.....
248	.....	.....	248	109	20	.....	119	.....	.....	.....	248	.....	.....	.....
4,663	867	2,650	1,146	1,647	76	31	2,795	114	699	3,209	755	.....	1	.....
194	.....	194	.....	114	2	.....	76	2	.....	4	190	.....	.....	.....
4,039	776	2,117	1,146	1,354	64	23	2,490	108	678	3,100	261	.....	.....	.....
39,937	9,578	18,937	11,422	30,702	1,092	355	7,704	84	11,547	26,352	2,038	.....	8	1
1,424	106	501	817	1,019	19	4	380	2	489	932	3	.....	.....	.....
2,126	410	951	765	1,666	120	44	293	3	798	1,281	47	.....	.....	1
20,058	5,819	13,908	9,331	22,669	753	196	5,376	64	8,177	20,044	837	.....	5	.....
1,206	200	1,006	.....	903	29	22	250	2	82	1,124	.....	.....	.....	.....
8,695	1,318	5,257	2,120	4,201	224	65	4,072	133	518	7,207	970	.....	1	.....
7,594	1,105	4,858	1,631	3,726	170	42	3,548	108	428	6,515	651	.....	1	.....
271	.....	.....	271	100	20	10	116	25	.....	271	.....	.....	.....	.....
218	.....	.....	218	89	.....	.....	129	.....	.....	.....	218	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.

VII. PRINTING AND								
3. PRINTING AND BOOK MAKING—Concluded.								
c. Lithographing and engraving.....	238	234	98	732	9,783	9,827	728	2
Buffalo.....	11	11	5	59	875	906	59	
New York City.....	199	198	81	624	8,159	8,127	621	
Rochester.....	9	8	2	32	559	591	32	
d. Games and novelties.....	48	47	16	73	1,783	1,707	72	
New York City.....	45	45	16	71	1,737	1,659	70	
4. WALL PAPER.....	19	17	2	148	1,990	1,965	146	
Buffalo.....	1	1		22	228	250	22	
Glens Falls.....	1	1		14	200	172	14	
New York City.....	10	9	1	66	958	1,005	66	
Sandy Hill.....	1	1		20	250	187	20	
5. PHOTOGRAPHY.....	68	68	27	278	668	817	277	
New York City.....	63	63	25	99	534	504	98	
Rochester.....	2	2	1	175	97	272	175	

VIII. TEXT								
1. SILK AND SILK GOODS.....	145	124	30	264	13,486	12,857	253	
Amsterdam.....	1	1		5	478	483	5	
Elmira.....	2	2		6	405	411	6	
Hornell.....	5	5		12	1,069	1,067	12	
New York City.....	80	77	17	168	7,853	7,512	165	
2. WOOL MANUFACTURES.								
a. Carpets and rugs.....	82	76	30	196	10,057	8,895	146	
Amsterdam.....	6	3		32	8,748	3,780	32	
Auburn.....	4	2		9	492	287	6	
Firthcliff.....	1	1		10	533	543	10	
New York City.....	51	51	16	69	898	824	69	
Rifton.....	1	1		3	313	316	3	
Yonkers.....	4	3		63	3,798	2,873	17	
b. Felt goods.....	15	12	4	40	1,473	1,395	40	
Dolgeville.....	4	3		15	507	448	15	
Rensselaer.....	1	1		9	214	223	9	
c. Woolens and worsteds.....	61	49	9	109	8,194	7,621	106	
Auburn.....	4	2		6	417	405	6	
Falconer.....	2	2			315	315		
Fulton.....	1	1		6	1,144	1,055	6	
Jamestown.....	5	4	2	24	1,994	2,018	24	
Stottville.....	4	1		1	647	648	1	
Utica.....	1	1		12	758	738	11	
Watervliet.....	3	1		10	367	377	10	
3. COTTON GOODS.....	86	75	10	180	9,516	9,539	177	1
Cohoes.....	16	11		28	2,890	2,918	28	
New York City.....	34	32	5	69	911	924	70	
New York Mills.....	4	2		24	1,644	1,631	24	
Utica.....	4	4		20	2,020	2,040	20	

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Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

PAPER GOODS—Concluded.

9,099	1,017	4,371	3,711	6,888	339	90	1,755	27	1,814	7,253	32	.....	1	.....
847	33	814	.....	603	34	6	202	2	151	696	.....	.....	.....	.....
7,506	817	3,327	3,362	5,720	288	77	1,397	24	1,616	5,858	32	.....	1	.....
559	81	179	849	423	16	2	118	.....	15	544	.....	.....	.....	.....
1,635	205	824	606	513	26	7	1,066	23	112	1,115	408	.....	.....	.....
1,589	201	782	606	499	26	7	1,034	23	78	1,115	396	.....	.....	.....
1,819	47	977	795	1,371	219	26	201	2	8	308	1,503	.....	.....	.....
228	.....	.....	228	203	25	.....	.....	.....	.....	.....	228	.....	.....	.....
158	.....	158	.....	136	5	9	8	.....	8	150	.....	.....	.....	.....
939	29	343	567	720	107	8	104	.....	.....	53	886	.....	.....	.....
167	.....	167	.....	125	30	.....	12	.....	.....	.....	167	.....	.....	.....
540	276	264	.....	405	15	4	116	.....	276	236	28	.....	.....	.....
406	257	149	.....	317	15	4	70	.....	276	130	.....	.....	.....	.....
97	2	95	.....	55	.....	.....	42	.....	.....	97	.....	.....	.....	.....

TILES.

12,604	288	5,191	7,125	4,111	197	105	7,877	314	277	6,397	5,930	.....	1	.....
478	.....	.....	478	76	10	.....	373	19	.....	19	459	.....	.....	.....
405	.....	123	282	29	31	7	330	8	.....	15	390	.....	.....	.....
1,055	.....	463	592	298	.....	.....	753	4	.....	299	756	.....	.....	.....
7,347	256	2,260	4,831	2,802	79	52	4,226	188	222	5,132	1,993	.....	.....	.....
8,749	280	803	7,666	4,395	323	134	8,834	63	329	4,072	4,348	.....	.....	.....
3,748	.....	.....	8,748	2,123	185	90	1,320	30	.....	96	3,652	.....	.....	.....
281	.....	65	216	73	8	.....	199	1	.....	1	280	.....	.....	.....
533	.....	.....	533	326	28	20	140	19	39	494	.....	.....	.....	.....
756	230	526	.....	340	3	4	409	.....	290	438	28	.....	.....	.....
313	.....	.....	313	194	8	15	90	6	.....	.....	313	.....	.....	.....
2,856	.....	.....	2,856	1,172	89	2	1,589	4	.....	2,856	.....	.....	.....	.....
1,355	.....	930	425	997	80	9	317	2	.....	481	874	.....	.....	.....
433	.....	222	211	329	15	4	84	1	.....	5	428	.....	.....	.....
214	.....	.....	214	113	8	1	92	.....	.....	214	.....	.....	.....	.....
7,515	111	1,544	5,860	3,742	265	157	3,181	170	32	2,526	4,957	.....	.....	.....
399	.....	24	375	191	6	.....	201	1	.....	1	398	.....	.....	.....
315	.....	315	.....	30	50	8	205	22	.....	315	.....	.....	.....	.....
1,049	.....	.....	1,049	528	23	21	454	23	.....	44	1,005	.....	.....	.....
1,994	.....	39	1,955	690	62	78	1,091	73	10	1,946	38	.....	.....	.....
647	.....	.....	647	447	21	7	158	14	.....	21	626	.....	.....	.....
727	.....	.....	727	360	29	15	306	17	.....	32	695	.....	.....	.....
367	.....	.....	367	237	.....	7	118	6	.....	12	355	.....	.....	.....
9,362	271	2,225	6,866	4,931	291	124	3,930	86	72	505	8,703	82	.....	.....
2,890	25	295	2,570	1,496	75	61	1,228	30	.....	91	2,799	.....	.....	.....
854	177	677	.....	865	10	1	459	19	64	330	460	.....	.....	.....
1,607	.....	197	1,410	957	43	16	574	17	.....	.....	1,607	.....	.....	.....
2,020	.....	68	1,957	955	99	12	950	4	8	8	2,004	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num-ber of inspec-tions.	Places in-spect-ed.	Num-ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
VIII TEXTILES								
4. HOSIERY AND KNIT GOODS.....	248	228	45	436	32,446	31,885	428	2
Amsterdam.....	11	11	1	21	3,177	3,112	21	
Cohoes.....	23	22	1	54	3,387	3,441	54	
Little Falls.....	8	7		19	2,261	2,214	19	
New York City.....	66	66	25	57	2,454	2,205	57	
Oswego.....	4	4	2	10	1,047	1,045	10	
Utica.....	20	16		69	4,339	4,405	69	2
Waterford.....	9	8	2	19	1,264	1,257	18	
5. OTHER TEXTILES OF SILK, WOOL, COTTON.								
a. Dyeing, finishing, etc.....	68	67	23	109	3,753	3,551	109	
Chadwicks.....	1	1		6	332	338	6	
Garnerville.....	1	1		3	780	683	3	
New York City.....	55	55	20	81	1,308	1,287	81	
Wappingers Falls.....	2	1		8	911	842	8	
b. Upholstery goods.....	48	46	12	103	2,919	2,719	96	1
New York City.....	37	36	11	68	1,659	1,488	62	
Patchogue.....	1	1		20	470	463	19	1
Rochester.....	3	3		10	302	312	10	
c. Braids, embroideries and dress trimmings..	336	331	137	350	9,255	8,284	343	
New York City.....	327	323	131	345	9,031	8,084	338	
6. FLAX, HEMP AND JUTE MANUFACTURES.								
Auburn.....	50	48	10	148	8,289	7,963	148	1
New York City.....	4	2		29	1,105	765	29	
Valley Falls.....	32	32	3	94	6,211	6,253	94	
	1	1		1	311	312	1	
7. OIL CLOTH, WINDOW SHADES, ETC...								
Minetto.....	33	33	11	72	1,941	1,972	72	
New York City.....	1	1		7	289	296	7	
	24	24	7	49	1,223	1,243	49	

IX. CLOTHING, MILLI								
1a. Tailoring.....	4,689	4,186	2,780	2,055	82,902	77,353	1,984	5
Binghamton.....	13	9	6	14	474	488	14	
Buffalo.....	160	160	108	53	2,214	2,130	53	
Newburg.....	4	4		39	946	946	39	
New York City.....	3,211	3,169	1,977	1,630	64,062	59,251	1,574	2
Rochester.....	810	398	357	206	9,395	9,074	193	2
Syracuse.....	73	59	51	46	1,605	1,623	46	
Utica.....	21	21	7	32	1,507	1,338	32	
1b. Shirts, collars and cuffs.....	362	353	116	585	28,965	26,930	580	2
Albany.....	9	10	2	18	1,611	1,629	18	
Glens Falls.....	9	9		24	1,803	1,618	24	
New York City.....	231	226	88	218	7,546	7,287	216	
Troy.....	37	36	6	246	12,514	11,077	244	2
1c. Men's neckwear.....	129	122	53	136	3,353	3,178	135	
New York City.....	120	117	49	125	3,171	2,998	125	
1d. Suspenders and other furnishing goods....	41	40	12	65	1,296	1,263	63	
New York City.....	37	36	11	59	1,027	990	57	

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

—Concluded.

31,457	477	12,610	18,370	10,076	628	305	19,799	649	62	2,948	28,387	60	1	2
3,091	6	437	2,648	1,194	25	26	1,787	59	.....	83	3,008	.....	.....	.....
3,387	37	1,607	1,743	1,110	29	9	2,194	45	.....	177	3,210	.....	.....	.....
2,195	.....	445	1,750	965	59	12	1,120	39	.....	43	2,092	60	.....	.....
2,148	352	1,316	480	633	17	4	1,441	53	28	1,172	948	.....	1	2
1,035	.....	113	922	159	24	17	797	38	.....	55	980	.....	.....	.....
4,336	12	560	3,764	1,386	162	70	2,587	131	.....	156	4,180	.....	.....	.....
1,239	.....	767	472	389	14	8	810	18	.....	72	1,167	.....	.....	.....
3,442	314	1,049	2,079	2,630	102	61	633	16	160	685	2,585	12	.....	.....
332	.....	.....	332	141	4	.....	187	.....	.....	.....	332	.....	.....	.....
680	.....	.....	680	525	28	19	103	5	.....	24	656	.....	.....	.....
1,206	275	931	.....	1,025	23	6	151	1	154	618	434	.....	.....	.....
834	.....	.....	834	668	32	29	95	10	.....	39	795	.....	.....	.....
2,623	120	1,606	897	776	70	62	1,625	90	300	2,011	312	.....	.....	.....
1,426	120	853	453	366	33	26	975	26	252	1,098	76	.....	.....	.....
444	.....	.....	444	199	20	7	181	37	44	400	.....	.....	.....	.....
302	.....	302	.....	50	9	3	236	4	.....	119	183	.....	.....	.....
7,941	1,903	4,754	1,284	1,947	108	53	5,614	219	287	5,921	1,733	.....	1	.....
7,746	1,855	4,607	1,284	1,849	102	52	5,527	216	287	5,888	1,571	.....	1	.....
7,815	149	1,703	5,963	3,134	405	112	4,028	136	28	3,195	4,592	.....	.....	.....
736	.....	136	600	446	30	.....	260	.....	.....	.....	736	.....	.....	.....
6,159	141	966	5,052	2,209	324	90	3,420	116	19	3,010	3,130	.....	.....	.....
311	.....	.....	311	200	8	3	100	.....	.....	3	308	.....	.....	.....
1,900	140	846	914	1,605	37	9	249	.....	116	414	1,315	55	.....	.....
289	.....	.....	289	235	.....	2	52	.....	.....	.....	289	.....	.....	.....
1,194	131	438	625	1,052	31	3	108	.....	114	378	647	55	.....	.....

ERY, LAUNDRY, ETC.

75,369	20,389	41,714	13,266	49,010	665	251	24,928	515	4,788	37,659	32,229	693	20	21
474	40	434	.....	194	1	.....	279	.....	80	128	262	4	.....	.....
2,077	706	1,169	202	826	33	17	1,179	22	184	1,706	187	.....	.....	.....
907	6	133	768	162	8	4	732	1	5	896	6	.....	.....	.....
57,677	15,629	33,822	8,226	41,379	407	139	15,523	229	4,275	24,062	28,662	678	15	21
8,881	2,472	4,093	2,316	4,183	131	55	4,357	155	185	8,316	380	.....	4	.....
1,577	359	914	304	527	27	8	972	43	.....	1,366	211	.....	.....	.....
1,306	57	439	810	638	37	10	598	23	.....	57	1,249	.....	.....	.....
26,350	1,318	9,871	15,161	7,096	186	80	18,753	235	661	12,457	13,218	14	5	2
1,611	8	491	1,112	127	.....	5	1,437	42	.....	140	1,471	.....	.....	.....
1,594	5	229	1,360	429	6	9	1,142	8	.....	630	964	.....	.....	.....
7,071	1,017	5,154	900	3,159	53	28	3,736	95	590	3,871	2,596	14	4	2
10,833	73	946	9,814	2,668	114	30	7,984	37	.....	5,884	4,949	.....	.....	.....
3,043	761	2,282	.....	743	28	5	2,228	39	785	2,141	117	.....	2	.....
2,873	733	2,140	.....	715	28	5	2,087	38	774	1,982	117	.....	2	.....
1,200	197	778	225	497	27	11	648	17	34	1,024	142	.....	.....	.....
933	181	752	.....	451	26	10	434	12	22	773	138	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. ^M [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
IX. CLOTHING, MILLINERY.								
2a. Dress making.....	3,163	2,984	1,384	2,372	98,458	83,341	2,338	.....
Buffalo.....	43	43	30	16	1,034	927	16	.....
New York City.....	2,759	2,687	1,168	2,292	93,502	78,868	2,259	.....
Rochester.....	244	147	139	7	904	807	7	.....
Syracuse.....	15	13	3	15	853	843	15	.....
2b. Women's white goods.....	277	266	111	278	13,509	12,614	276	.....
New York City.....	250	242	103	251	12,108	11,302	249	.....
2c. Infants' wear (New York City).....	65	64	23	112	2,640	2,549	112	.....
2d. Ladies' neckwear, etc.....	136	134	53	321	5,194	4,609	316	.....
New York City.....	134	132	52	320	5,128	4,559	315	.....
2e. Corsets, garters, etc.....	123	114	45	114	2,536	2,367	114	.....
McGrawville.....	2	2	.....	9	280	264	9	.....
New York City.....	110	106	41	105	2,222	2,069	105	.....
3. MEN'S HATS AND CAPS.....	310	298	219	133	11,211	10,520	145	.....
Matteawan.....	3	3	.....	6	1,055	1,061	6	.....
Newburg.....	2	2	1	5	524	529	5	.....
New York City.....	274	266	198	90	6,428	5,702	102	.....
Peekskill.....	1	1	.....	7	400	407	7	.....
Yonkers.....	4	4	.....	13	2,158	2,171	13	.....
4a. Artificial feathers and flowers.....	220	218	115	94	5,257	4,285	94	.....
New York City.....	214	213	111	93	5,235	4,262	93	.....
4b. Millinery.....	804	750	329	430	13,275	10,235	410	.....
Buffalo.....	34	34	25	1	483	383	1	.....
New York City.....	531	524	173	416	11,347	8,569	396	.....
Rochester.....	101	55	44	.....	493	424	.....	.....
5. MISCELLANEOUS NEEDLE WORK.								
a. Curtains, embroideries, etc.....	130	120	41	112	2,120	1,675	108	.....
New York City.....	120	112	36	112	2,050	1,614	108	.....
b. Quilts, comfortables, etc.....	14	14	5	12	289	296	12	.....
New York City.....	13	13	5	11	279	285	11	.....
c. Umbrellas and parasols.....	51	48	19	72	1,141	1,115	69	1
New York City.....	48	45	15	71	1,134	1,107	68	.....
6. LAUNDERING, CUSTOM DYEING, ETC.								
a1. Laundries (non-Chinese).....	1,456	1,401	996	416	15,821	15,565	407	.....
Buffalo.....	29	29	14	55	1,048	1,083	55	.....
New York City.....	958	948	640	212	8,441	8,303	204	.....
Rochester.....	17	16	10	37	1,049	1,063	37	.....
Troy.....	12	12	3	10	924	908	10	.....
a2. Chinese laundries.....	1,002	996	779	.....	1,892	1,857	.....	.....
New York City.....	800	799	620	.....	1,537	1,504	.....	.....
b. Cleaning and dyeing.....	170	157	94	73	2,037	1,846	73	.....
New York City.....	98	96	50	58	1,759	1,604	58	.....
7. CLIP SORTING.....	275	270	157	114	2,862	2,711	112	.....
Buffalo.....	18	18	5	31	468	432	31	.....
New York City.....	216	216	131	60	1,797	1,696	59	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—														
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).	51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit-erate.
81,003	14,388	56,954	9,661	38,698	244	60	41,409	592	4,656	57,936	17,356	1,055	12	15
911	226	685	.....	98	2	1	804	6	116	791	4	.....	.....	.....
76,609	12,944	54,004	9,661	38,207	240	57	37,553	552	4,540	55,141	15,944	984	12	15
800	701	99	.....	73	1	1	710	15	.....	527	261	12	.....	.....
828	57	771	.....	70	.....	.....	747	11	.....	799	29	.....	.....	.....
12,338	1,283	7,364	3,691	1,130	61	10	10,855	282	959	9,860	1,514	5	.....	3
11,053	1,182	6,550	3,321	1,028	59	10	9,682	274	944	9,465	639	5	.....	3
2,437	272	2,165	.....	218	10	2	2,111	96	122	2,241	74	.....	.....	3
4,293	611	3,359	323	642	54	33	3,489	75	400	3,614	279	.....	1	.....
4,244	603	3,318	323	639	54	33	3,443	75	400	3,565	279	.....	1	.....
2,253	528	1,190	535	277	26	6	1,909	35	82	2,096	75	.....	2	.....
255	.....	255	.....	45	.....	.....	210	.....	.....	255	.....	.....	.....	.....
1,964	494	935	535	232	25	6	1,678	23	82	1,807	75	.....	2	.....
10,375	1,823	2,951	5,601	6,701	219	66	3,335	54	1,770	4,033	4,570	2	1	1
1,055	.....	107	948	571	37	16	421	10	.....	26	1,029	.....	.....	.....
524	7	.....	517	408	3	1	112	.....	517	7	.....	.....	.....	.....
5,600	1,705	2,428	1,467	3,653	49	23	1,853	22	1,160	3,731	709	.....	1	1
400	.....	.....	400	320	10	.....	63	7	.....	.....	400	.....	.....	.....
2,158	.....	359	1,799	1,453	94	16	587	8	86	121	1,951	.....	.....	.....
4,191	956	3,235	.....	595	17	14	3,469	96	1,282	2,865	44	.....	1	1
4,169	934	3,235	.....	595	16	13	3,454	91	1,282	2,843	44	.....	1	1
9,825	3,599	6,226	.....	1,098	29	4	8,554	140	1,647	7,140	1,038	.....	3	3
382	187	195	.....	26	1	.....	352	3	.....	362	20	.....	.....	.....
8,173	2,537	5,636	.....	1,034	27	4	6,986	122	1,642	6,210	321	.....	2	3
424	218	206	.....	25	.....	.....	389	10	.....	226	198	.....	1	.....
1,567	616	951	.....	390	30	12	1,094	41	457	1,049	61	.....	2	.....
1,506	584	922	.....	363	28	12	1,044	39	454	995	57	.....	2	.....
284	65	219	.....	128	2	.....	148	6	.....	141	143	.....	.....	.....
274	55	219	.....	120	2	.....	146	6	.....	141	133	.....	.....	.....
1,046	209	837	.....	350	37	4	651	4	42	642	362	.....	1	.....
1,039	202	837	.....	347	37	3	648	4	42	637	360	.....	1	.....
15,158	5,062	8,387	1,709	3,947	94	51	10,971	95	1,944	5,931	7,130	153	5	.....
1,028	129	899	.....	178	4	.....	843	3	27	324	677	.....	.....	.....
8,099	2,904	4,872	323	2,315	61	41	5,637	45	1,425	3,053	3,476	145	2	.....
1,026	60	371	595	185	1	.....	835	5	62	936	28	.....	2	.....
898	34	445	419	117	1	.....	780	.....	199	185	514	.....	.....	.....
1,857	1,857	.....	.....	1,837	6	.....	14	.....	13	.....	1,225	619	.....	.....
1,504	1,504	.....	.....	1,494	6	.....	4	.....	.....	.....	1,023	481	.....	.....
1,773	632	689	452	945	6	3	814	5	70	718	978	7	.....	.....
1,546	405	669	452	782	4	2	753	5	60	681	798	7	.....	.....
2,599	1,392	1,207	.....	1,363	10	4	1,214	8	44	596	1,953	6	4	4
401	85	316	.....	130	3	.....	268	.....	20	160	221	.....	.....	.....
1,637	1,083	554	.....	881	6	3	739	8	9	397	1,225	6	4	4

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.
X. FOOD, LIQUORS								
1a. Flour and other cereal products.....	517	466	298	235	3,548	3,386	225	.....
Buffalo.....	18	18	8	43	902	885	43	.....
New York City.....	22	22	3	33	514	541	33	.....
1b. Sugar and molasses refining.....	15	11	.....	156	4,050	3,760	156	.....
New York City.....	11	7	.....	110	2,525	2,635	110	.....
Yonkers.....	2	2	.....	44	1,219	1,087	44	.....
1c. Fruits and vegetables (canning and pre- serving).....	190	171	46	302	11,812	7,760	296	.....
Fairport.....	3	3	2	.....	276	22	.....	.....
Franklinville.....	1	1	.....	5	300	69	5	.....
Fulton.....	1	1	.....	3	303	306	3	.....
Geneva.....	4	2	3	4	496	147	4	.....
Newark.....	1	1	.....	3	275	23	3	.....
New York City.....	50	49	8	168	1,972	1,736	164	.....
North Collins.....	1	1	.....	3	191	194	3	.....
Rochester.....	6	6	.....	28	1,234	773	28	.....
Syracuse.....	4	4	2	32	389	309	32	.....
1d. Coffee and spice roasting and grinding.....	93	92	19	333	1,696	1,939	332	.....
New York City.....	71	70	8	305	1,479	1,705	304	.....
1e. Groceries not elsewhere specified.....	116	114	44	554	5,562	4,609	521	.....
Cambridge.....	1	1	.....	35	200	46	21	.....
New York City.....	40	40	6	362	2,091	2,274	361	.....
Peekskill.....	1	1	1	6	291	297	6	.....
Rochester.....	8	8	2	67	394	223	49	.....
Silver Springs.....	1	1	2	2	233	225	2	.....
Watkins.....	2	2	.....	6	205	195	6	.....
2. PROVISIONS.....	122	114	30	374	4,264	4,392	374	.....
Buffalo.....	20	19	4	120	1,323	1,359	120	.....
New York City.....	66	65	12	228	2,593	2,711	228	.....
3. DAIRY PRODUCTS.....	326	296	69	158	2,834	2,667	155	.....
New York City.....	15	15	3	28	151	166	28	.....
Norwich.....	4	2	.....	2	153	139	2	.....
4. BAKERY PRODUCTS, CONFECTIONERY, ETC.								
a. Macaroni and other food pastes.....	58	55	37	27	737	688	27	.....
New York City.....	39	39	25	27	551	511	27	.....
b. Crackers and biscuits.....	49	48	18	237	4,201	4,278	237	3
Buffalo.....	4	4	2	19	246	265	19	.....
New York City.....	40	39	16	147	3,391	3,427	147	.....
Niagara Falls.....	1	1	.....	37	355	343	37	3
c. Bread and other bakery products.....	3,823	3,677	2,257	250	13,124	12,938	247	.....
Buffalo.....	153	151	123	26	887	906	26	.....
New York City.....	2,378	2,362	1,315	104	9,149	8,966	102	.....
d. Confectionery and ice cream.....	488	472	230	576	11,260	10,128	562	.....
Buffalo.....	21	20	15	26	913	762	26	.....
New York City.....	321	319	135	504	8,651	8,006	490	.....
Rochester.....	11	11	4	18	615	424	18	.....

Statistics of Factories Inspected: By Industries

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.		
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—						
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Il-lit-erate	
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).							
AND TOBACCO.															
3,161	1,601	1,560	.....	2,848	2	.....	309	2	27	68	2,799	267	.....	.....
842	69	773	.....	613	2	.....	225	2	4	1	757	80	.....	.....
508	92	416	.....	458	.....	.....	50	.....	13	45	360	90	.....	.....
3,604	17	75	3,512	3,496	21	4	83	.....	.....	14	2,437	1,153	.....	.....
2,525	11	45	2,469	2,424	17	3	81	.....	.....	14	2,036	475	.....	.....
1,043	.....	.....	1,043	1,038	4	1	.....	.....	.....	.....	395	648	.....	.....
7,464	608	5,979	877	3,419	171	161	3,585	128	169	1,726	5,453	116	11	.....
22	22	.....	.....	20	.....	.....	2	.....	2	.....	20	.....	.....	.....
64	.....	64	.....	43	.....	.....	21	.....	.....	64	.....	.....	.....	.....
303	.....	.....	363	125	10	4	160	4	.....	8	295	.....	3	.....
143	.....	143	.....	80	.....	.....	63	.....	.....	.....	143	.....	.....	.....
20	.....	20	.....	12	.....	.....	8	.....	.....	.....	20	.....	.....	.....
1,572	274	1,298	.....	602	12	4	931	23	161	1,168	243	.....	.....	.....
191	.....	191	.....	70	15	4	100	2	.....	.....	191	.....	.....	.....
745	17	154	574	236	4	1	499	5	.....	6	739	.....	.....	.....
277	6	271	.....	124	5	4	142	2	.....	118	159	.....	.....	.....
1,607	491	660	456	1,039	16	1	551	.....	323	797	487	.....	.....	.....
1,401	388	557	456	904	15	1	481	.....	305	765	331	.....	.....	.....
4,088	462	2,707	919	2,453	51	14	1,542	28	531	1,427	2,060	70	3	.....
25	.....	25	.....	20	.....	.....	5	.....	.....	.....	25	.....	.....	.....
1,913	113	1,395	405	1,006	49	13	824	21	301	825	787	.....	.....	.....
291	.....	.....	291	291	.....	.....	.....	.....	.....	291	.....	.....	.....	.....
174	14	160	.....	55	.....	.....	117	2	28	84	62	.....	.....	.....
223	.....	.....	223	188	.....	.....	35	.....	.....	.....	223	.....	.....	.....
189	.....	189	.....	148	.....	.....	41	.....	.....	.....	189	.....	.....	.....
4,018	469	1,692	1,837	3,731	45	1	241	.....	49	1,003	2,882	84	.....	.....
1,239	62	296	881	1,132	35	1	71	.....	.....	642	597	.....	.....	.....
2,483	290	1,237	956	2,374	8	.....	101	.....	49	359	2,008	67	.....	.....
2,512	1,195	1,317	.....	2,145	22	5	338	2	111	354	1,121	926	3	.....
138	114	24	.....	123	8	1	6	.....	59	22	45	12	.....	.....
137	10	127	.....	80	.....	.....	57	.....	.....	10	57	70	.....	.....
661	171	490	.....	459	8	.....	186	8	13	246	332	70	2	.....
484	77	407	.....	353	4	.....	124	3	10	243	161	70	.....	.....
4,041	148	1,454	2,439	2,166	35	14	1,779	47	14	1,062	2,963	2	.....	.....
246	6	240	.....	106	2	.....	138	.....	.....	6	240	.....	.....	.....
3,280	142	1,005	2,133	1,744	29	13	1,448	46	14	890	2,374	2	.....	.....
306	.....	.....	306	171	2	.....	132	1	.....	133	173	.....	.....	.....
12,691	10,741	1,677	273	12,008	110	43	527	3	207	752	11,605	127	8	1	
880	394	213	273	648	23	3	206	.....	2	65	813	.....	.....	.....
8,864	7,585	1,279	.....	8,698	48	25	92	1	164	595	8,009	96	1	1
9,566	1,458	4,724	3,384	4,064	125	24	5,127	226	771	2,858	5,911	26	9	.....
736	83	653	.....	229	4	2	499	2	5	34	697	.....	.....	.....
7,516	889	3,243	3,384	3,214	96	17	4,001	188	761	2,324	4,405	26	8	.....
406	46	360	.....	138	19	.....	245	4	.....	269	137	.....	.....	.....

Table V—Continued.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYERS.		Grand total.	OFFICE FORCE.		
				Office help.	Shop force.		Total.	14-16 yrs. of age.	
X. FOOD, LIQUORS AND									
5. BEVERAGES.									
a. Artificial ice.....	58	54	6	27	594	562	25	.....
New York City.....	30	29	4	14	440	410	13	.....
b. Cider, grape juice, etc.....	40	31	15	12	736	344	12	.....
Bouckville.....	4	1	.....	.....	100	100	.....	.....
Holley.....	1	1	.....	.....	120	15	.....	.....
c. Mineral and soda waters.....	225	216	121	134	1,589	1,549	133	.....
New York City.....	117	116	58	91	1,124	1,081	91	.....
Saratoga Springs.....	13	13	.....	20	104	107	20	.....
d. Malt.....	36	32	10	26	566	555	26	.....
Buffalo.....	12	12	6	7	183	187	7	.....
New York City.....	2	2	.....	11	111	122	11	.....
e. Malt liquors.....	306	280	69	762	7,391	7,952	758	.....
Albany.....	10	10	2	41	290	331	41	.....
Buffalo.....	35	29	7	57	682	739	57	.....
New York City.....	127	125	16	425	4,746	5,056	421	.....
Rochester.....	10	8	.....	47	352	399	47	.....
Troy.....	15	11	1	26	243	266	26	.....
f. Vinous and distilled liquors.....	77	75	34	227	900	978	224	.....
New York City.....	37	37	4	126	368	459	124	.....
Rochester.....	3	3	.....	44	103	147	44	.....
g. Miscellaneous bottling.....	62	56	28	24	294	302	24	.....
6. TOBACCO PRODUCTS.									
a. Tobacco and snuff.....	30	29	4	21	1,040	743	21	.....
Elmira.....	8	7	.....	11	498	315	11	.....
New York City.....	9	9	1	1	144	137	1	.....
b. Cigars.....	1,268	1,139	732	435	36,759	28,028	426	2	
Albany.....	42	42	40	3	378	376	3	.....
Binghamton.....	37	30	23	29	1,730	1,724	29	.....
Buffalo.....	44	44	33	2	396	385	2	.....
Kingston.....	7	7	5	8	980	988	8	.....
New York City.....	548	541	267	412	23,103	20,695	355	2	
Poughkeepsie.....	6	6	2	7	489	496	7	.....
Syracuse.....	24	16	13	4	409	344	3	.....
c. Cigarettes.....	55	54	23	64	3,408	2,953	64	.....
New York City.....	49	49	20	64	3,392	2,938	64	.....
XI. WATER, LIGHT									
1. WATER.....	77	75	1	6	408	402	6	.....
2. GAS.....	100	94	2	89	3,085	2,947	89	.....
New York City.....	32	29	.....	58	2,322	2,161	58	.....
4. ELECTRIC LIGHT AND POWER.....	268	254	7	579	3,772	4,338	603	.....
New York City.....	86	85	.....	523	2,445	2,962	523	.....
Niagara Falls.....	2	2	.....	14	221	261	40	.....

Statistics of Factories Inspected: By Industries.

NUMBER OF EMPLOYEES AT TIME OF INSPECTION.									WEEKLY HOURS OF LABOR.				CHILDREN ILLEGALLY EMPLOYED.	
SHOP FORCE.									NUMBER OF EMPLOYEES (IN SHOPS) WHO WORK—					
Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Under 14 yrs.	Illit- erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

TOBACCO—Concluded.

587	353	184	.....	537	.....	.....	.....	.....	.....	10	155	372	.....	.....
397	213	184	.....	397	.....	.....	.....	.....	.....	.....	124	273	.....	.....
382	180	172	.....	316	1	.....	15	.....	.....	.....	332	.....	.....	.....
100	.....	100	.....	100	.....	.....	.....	.....	.....	.....	100	.....	.....	.....
15	15	.....	.....	15	.....	.....	.....	.....	.....	.....	15	.....	.....	.....
1,416	857	559	.....	1,380	16	8	10	2	14	201	1,199	2	.....	.....
990	473	517	.....	974	10	4	.....	2	11	146	831	2	.....	.....
87	87	.....	.....	85	.....	.....	2	.....	.....	.....	87	.....	.....	.....
529	154	375	.....	526	1	.....	2	.....	49	138	231	111	.....	.....
180	79	101	.....	180	.....	.....	.....	.....	.....	86	94	.....	.....	.....
111	.....	111	.....	108	1	.....	2	.....	.....	3	68	40	.....	.....
7,194	1,281	5,042	921	7,112	37	12	33	.....	443	4,143	2,604	4	.....	.....
290	21	269	.....	290	.....	.....	.....	.....	.....	277	13	.....	.....	.....
682	134	548	.....	671	8	1	2	.....	.....	611	71	.....	.....	.....
4,635	534	3,180	921	4,584	18	3	30	.....	313	2,374	1,947	1	.....	.....
352	22	330	.....	340	8	4	.....	.....	.....	352	.....	.....	.....	.....
240	70	170	.....	240	.....	.....	.....	.....	14	121	102	3	.....	.....
754	443	311	.....	665	6	1	82	.....	135	170	449	.....	.....	.....
335	236	99	.....	311	1	.....	23	.....	120	137	78	.....	.....	.....
103	18	85	.....	76	2	1	24	.....	.....	25	78	.....	.....	.....
278	278	.....	.....	278	.....	.....	.....	.....	.....	51	212	15	.....	.....
722	75	647	.....	351	18	4	336	13	89	286	347	.....	.....	.....
304	8	296	.....	122	6	1	175	.....	8	.....	296	.....	.....	.....
136	47	89	.....	59	1	.....	73	3	6	114	16	.....	.....	.....
27,602	4,365	9,990	13,247	13,159	276	153	13,835	179	10,026	12,824	4,752	.....	13	1
373	145	228	.....	262	4	4	98	5	274	51	48	.....	.....	.....
1,695	104	562	1,029	540	14	4	1,136	1	417	556	722	.....	.....	.....
383	187	196	.....	302	18	17	46	.....	380	2	1	.....	.....	.....
980	15	156	809	224	16	22	643	75	49	215	716	.....	.....	.....
20,340	2,075	7,516	10,749	9,175	52	17	11,035	61	6,367	11,554	2,419	.....	6	1
489	15	39	435	61	91	12	305	20	15	70	404	.....	.....	.....
341	94	22	225	274	1	10	53	3	261	51	29	.....	3	.....
2,889	222	701	1,966	1,084	8	.....	1,784	13	546	2,251	92	.....	.....	1
2,874	207	701	1,966	1,075	8	.....	1,778	13	544	2,245	85	.....	.....	1

AND POWER.

396	263	133	.....	396	.....	.....	.....	.....	104	148	29	115	.....	.....
2,858	427	1,282	1,149	2,858	.....	.....	.....	.....	15	16	756	2,071	.....	.....
2,103	80	874	1,149	2,103	.....	.....	.....	.....	.....	.....	634	1,469	.....	.....
3,735	1,165	1,408	1,162	3,731	.....	1	3	.....	954	1,009	1,019	753	.....	.....
2,439	473	1,005	961	2,435	.....	1	3	.....	784	633	879	143	.....	.....
221	.....	20	201	221	.....	.....	.....	.....	20	201	.....	.....	.....	.....

Table V—Concluded.

INDUSTRY AND LOCALITY. [Only the more important centers of each industry are specified.]	Num- ber of inspec- tions.	Places in- spect- ed.	Num- ber of owners at work.	LARGEST NUMBER OF EMPLOYEES.		Grand total.	OFFICE FORCE.	
				Office help.	Shop force.		Total.	14-16 yrs. of age.

XI. WATER, LIGHT AND								
5. STEAM HEAT AND POWER.....	156	154	1	8	663	643	8	.....
New York City.....	144	144	1	8	639	625	8	.....
6. GARBAGE DISPOSAL, ETC.....	11	10	.....	1	148	136	1	.....

XII. BUILDING								
a. Carpenters' shops.....	175	172	99	20	1,290	882	18	.....
New York City.....	135	135	78	14	1,067	687	12	.....
b. Paint shops.....	48	45	32	22	290	259	22	.....
New York City.....	39	39	26	22	265	237	22	.....
c. Plumbers' shops.....	72	67	20	108	794	825	107
New York City.....	22	22	1	77	187	240	77
Rochester.....	16	14	11	350	348	12

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Number in Shops Employing—									51 hrs. or less.	52-57 hrs.	58-63 hrs.	Over 63 hrs.	Un-der 14 yrs.	Illit-erate.
Total.	1-19.	20-199.	200+.	Men (18 yrs. +).	Y'ths (16-18 yrs).	Boys (14-16 yrs).	Wom. (16 yrs. +).	Girls (14-16 yrs).						

POWER—Concluded.

635	362	278	.....	635	.....	.....	.....	.....	48	103	359	125	.....	.....
617	344	278	.....	617	.....	.....	.....	.....	48	103	346	120	.....	.....
135	74	61	.....	127	3	5	.....	.....	43	55	87	.....	.....	.....

INDUSTRY.

864	719	145	.....	854	9	1	.....	.....	660	170	33	1	.....	.....
675	570	105	.....	667	7	1	.....	.....	534	127	13	1	.....	.....
237	154	83	.....	234	2	.....	1	.....	92	95	50	.....	.....	.....
215	132	83	.....	212	2	.....	1	.....	87	88	40	.....	.....	.....
718	342	376	.....	713	3	2	.....	.....	484	170	64	.....	.....	.....
163	89	74	.....	158	3	2	.....	.....	14	96	53	.....	.....	.....
336	61	275	.....	336	.....	.....	.....	.....	336	.....	.....	.....	.....	.....

TABLE VI—NUMBER OF NOTICES ISSUED TO FACTORIES ON INSPECTIONS MADE WITH REPORTED UP

NOTE.—Special orders concern illegal conditions of which complaint has been received by the Department placed in the hands of a deputy inspector whose duty it is upon termination of the time limit specified in the notices to comply with orders previously issued but found by investigation of deputy inspectors to be uncom

ORDERS. With reference to section of Labor Law violated.	NOTIFICATIONS. (Including special orders.)			
	New York City.	Re- mainder of the State.	New York State.	Sus- pended, rescind- ed, etc.
I. ADMINISTRATION.				
Post law (§105).....	10,317	2,261	12,578	.....
Post schedule of hours (§77).....	5,786	877	6,663	.....
Obtain and post permit changing period of noonday meal (§89)...	1,751	263	2,014	.....
Keep register of children employed (§76).....	511	223	734	30
Report intention of operating mill overtime (§78).....	110	.....	110	9
Keep record of overtime (§78).....	48	1	49	7
Report accidents (§87).....	158	243	406	2
Total.....	18,681	3,873	22,554	48
II. SANITATION AND SAFETY.				
1. Lighting.....	1,183	166	1,349	68
Properly light workrooms (§81).....	5	8	13	1
Properly light halls, stair or water closets (§81).....	1,178	158	1,336	67
2. Ventilation and overcrowding.....	98	69	164	26
Provide 250 cubic feet of air-space for each employee between 6 a. m. and 6 p. m. (§85).....	22	3	25	2
Provide 400 cubic feet of air-space for each employee between 6 p. m. and 6 a. m. (§85).....	.....	.....	.....	.....
Provide proper and sufficient means of ventilation (§86).....	70	59	129	24
3. Time allowed for meals.....	45	8	53	1
Allow 60 minutes for noonday meal (§89).....	13	6	19	.....
Allow 20 minutes for lunch at 6 p. m. (§89).....	32	2	34	1
4. Cleanliness and sanitary conveniences.....	14,960	2,112	17,072	1,866
Limewashing, painting or papering ordered (§84).....	2,121	170	2,291	227
Clean workrooms, halls, stairs or yard (§§62, 100).....	1,632	77	1,709	208
Clean or repair windows or doors, or provide new partitions (§62)	471	23	494	54
Walls or ceilings ordered repaired (§84).....	525	78	603	58
Provide box for rubbish or bin for coal (§84).....	399	6	405	69
Provide proper facilities for storing goods (§84).....	30	3	33	6
Provide additional water closets or separate water closets for sexes (§88).....	1,457	627	2,084	310
Clean, disinfect or flush water closets (§88).....	2,830	314	3,144	292
Screen water closets or dressing rooms (§88).....	225	55	280	19
Repair water closets (§88).....	1,881	273	2,154	161
Ventilate water closets (§88).....	131	46	177	28
Whitewash or paint water closets (§88).....	828	72	900	67
Provide inside water closets (§88).....	105	80	185	34
Provide separate approaches to water closets (§88).....	109	11	120	8
Keep water closets unlocked or provide keys (§88).....	22	.....	22	2
Provide locks for women's water closets (§88).....	49	4	53	9
Clear passageway to water closets (§88).....	17	3	20	5
Remove obscene writing from halls or water closets (§88).....	134	51	185	8
Provide signs on water closets (§88).....	229	9	238	13
Cease using water closets for storage purposes (§88).....	9	.....	9	1
Provide dressing room (§88).....	1,114	90	1,204	161
Provide wash room for employees (§88).....	88	15	103	18
Provide running water in workrooms (§88).....	295	52	347	56
Provide sink in workroom (§88).....	30	9	39	7
Repair sink or plumbing in workrooms (§88).....	118	16	134	8
Repair steampipes (§62).....	16	6	22	2
Provide drainage for yard or basement (§62).....	3	10	13	3
Clean or repair tank on roof (§88).....	3	.....	3	.....
Clean and cover tank for drinking water (§88).....	2	.....	2	.....
Heat workrooms (§62).....	87	12	99	22
5. Dangerous machinery.....	2,697	6,578	9,275	473
Countersink protruding set screws (§81).....	897	886	1,783	56
Encase or box belting (§81).....	418	757	1,175	58
Provide belt shifters and loose pulleys (§81).....	83	64	147	17
Guard shafting (§81).....	184	214	398	27
Guard pulleys and fly-wheels (§81).....	271	715	986	48
Guard gearing (§81).....	227	593	820	24
Provide guards for vats and pans (§81).....	4	13	17	.....

*Exclusive of compliances with orders issued in previous

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906, AND COMPLIANCES THERE TO FEBRUARY 1, 1907.

or which have been found by the Department to be long-standing. A duplicate of each special order is order to ascertain by inspection whether the orders have been complied with. Final notices are peremptory piled with.

Net total.	COMPLIANCES.*				SPECIAL ORDERS.				Final notices issued.
	Reported by deputy inspectors.	Reported by owners or occupants.	Total.	Thereof in New York City.	Total issued.	Suspended, rescinded, etc.	Net total.	Com-pliances.	
12,578	12,576	2	12,578	10,317	1	.....	1	1	.....
6,663	6,663	1	6,664	5,787	1	.....	1	1	.....
2,014	2,014	.....	2,014	1,751	.....	.....	.....	.....	.....
704	466	150	616	418	37	.....	37	29	5
101	66	20	86	86	7	1	6	5	.....
42	30	9	39	39	8	1	7	7	.....
404	312	54	366	135	6	.....	6	5	2
22,506	22,127	236	22,363	18,533	60	2	58	48	7
1,281	761	139	900	774	144	3	141	109	33
12	6	.....	6	2	.....	.....	.....	.....	.....
1,269	755	139	894	772	144	3	141	109	32
128	83	14	97	63	20	4	16	15	1
23	20	3	23	20	4	.....	4	4	.....
.....
105	63	11	74	33	16	4	12	11	1
62	31	11	42	38	9	.....	9	8	.....
19	10	1	11	9	5	.....	5	4	.....
33	21	10	31	29	4	.....	4	4	.....
15,216	9,347	1,618	10,965	9,405	1,208	47	1,161	791	319
2,064	1,211	205	1,416	1,288	119	5	114	83	29
1,501	953	89	1,042	975	151	5	146	110	17
440	257	40	297	278	37	1	36	11	9
545	320	213	533	482	23	1	22	18	10
336	218	118	336	332	20	.....	20	14	1
27	21	.....	21	20	4	.....	4	3	.....
1,774	1,093	112	1,205	784	150	12	138	99	44
2,852	1,825	255	2,080	1,821	211	6	205	145	31
261	169	32	201	154	45	3	42	24	6
1,993	1,309	234	1,543	1,321	116	1	115	83	24
149	97	11	108	73	21	.....	21	7	8
833	483	72	555	494	69	.....	69	56	6
151	88	10	98	52	8	2	6	2	5
112	71	11	82	76	15	2	13	5	2
20	11	2	13	13	3	.....	3	3	1
44	25	1	26	23	11	.....	11	4	1
15	9	3	12	9	.....	.....	.....	.....	.....
177	114	26	140	97	6	.....	6	6	2
225	130	27	157	148	28	.....	28	17	4
8	7	1	8	8	.....	.....	.....	.....	.....
1,043	562	88	650	583	98	4	94	59	4
85	55	11	66	60	5	.....	5	2	6
291	154	25	179	153	42	2	40	19	5
32	20	2	22	15	8	1	7	5	.....
126	78	23	101	90	6	.....	6	6	2
20	4	.....	4	.....	.....	.....	.....	.....	1
10	7	.....	7	2	2	1	1	1	.....
3	1	2	3	3	1	.....	1	1	.....
2	2	.....	2	2	1	.....	1	1	.....
77	53	5	58	49	8	1	7	7	1
8,802	5,487	1,728	7,215	1,965	154	4	150	110	141
1,727	1,089	313	1,402	677	31	.....	31	20	31
1,117	707	207	914	308	28	.....	28	23	7
130	76	16	92	46	5	1	4	3	3
371	237	45	282	120	18	3	15	5	5
938	636	139	775	204	11	.....	11	11	7
796	547	140	687	192	20	.....	20	17	4
17	12	2	14	3	1	.....	1	1	1

year; inclusive of compliances with Special Orders.

Table VI—Number of Notices Issued to Factories on Inspections Made Between October 1, 1905,

ORDERS. With reference to section of Labor Law violated.	NOTIFICATIONS. (Including special orders.)			
	New York City.	Re- mainder of the State.	New York State.	Sus- pended, rescind- ed, etc.
II. SANITATION AND SAFETY—Concluded.				
5. Dangerous machinery—Concluded.				
Provide guards for saws and planers (§81).....	184	461	645	34
Provide guards for other machinery (§81).....	227	265	492	24
Provide or repair exhaust fans (§81).....	186	189	375	47
Provide steam or water gauge for boilers (§81).....	5	12	17	1
Provide steam gauge for engine room (§81).....		31	31	
Have boiler inspected (§91).....		1,034	1,034	67
Have boiler repaired (§91).....		6	6	
File certificate of boiler inspection (§91).....		1,338	1,338	70
Provide signals to engine room (§91).....	11		11	
6. Elevators, hoistways, etc. (§79).....	899	455	1,354	92
Provide automatic or other doors or gates for elevators.....	129	58	187	20
Repair automatic or other doors of elevator.....	89	123	212	8
Lock elevator doors so that they can be opened only from ele- vator.....	62	22	84	4
Provide safety attachments for elevator doors.....	12	19	31	1
Provide guard rails at elevator or hoistway openings.....	405	191	596	37
Enclose elevator or hoistway opening.....	56	8	64	6
Provide passageway around elevator shaft.....	13		13	5
Properly guard elevator car.....	26	2	28	3
Provide light on elevator.....	4	3	7	2
Repair elevator or elevator machinery.....	36	19	55	2
Provide new ropes or cables.....	20	5	25	2
Guard elevator machinery.....	14	1	15	
Provide or repair signal to call elevator.....	30	4	34	2
Employ person to take charge of elevator.....				
Cease allowing others than operator to ride on freight elevator.....	3		3	
7. Protection from fire.....	2,652	1,660	4,312	324
Erect fire escapes (§82).....		73	73	20
Extend balconies to embrace two windows (§82).....		2	2	
Provide iron floor for fire escape (§82).....		18	18	
Connect balconies by inclined stairways and provide drop lad- ders to ground (§82).....		28	28	
Provide or repair iron shutters to fire escape (§82).....	3	1	4	
Paint or repair fire escapes (§82).....	1	25	26	
Remove obstructions from exits or fire escapes (§82).....	350	59	409	20
Display fire escape signs.....	2	2	4	
Provide ladders or stairways to roof (§82).....	57	12	69	7
Provide iron ladder from cellar to sidewalk (§62).....	1		1	
Provide ladder or bridge to adjacent building for use in case of fire (§82).....		50	50	2
Erect additional stairways (§62).....	9	7	16	
Provide proper or repair stairs (§80).....	63	66	129	11
Provide rubber or new treads on stairs (§80).....	322	100	422	40
Provide handrails on stairways (§80).....	1,505	1,177	2,682	201
Provide screens for stairways (§80).....	101	9	110	11
Provide exits other than stairways (§82).....		5	5	
Construct doors to open outwardly (§80).....	58	5	63	5
Keep door unlocked during working hours (§80).....	180	21	201	7
Keep fire pails filled with water (§62).....				
Provide fireproofing around stove in shop (§62).....				
8. Unsafe buildings.....	633	311	944	75
Repair walls, roof, flooring or foundations (§§62, 90).....	621	264	885	73
Cover gratings or other openings (§62).....	11	45	56	2
Protect skylights so as to prevent objects falling through on employees (§62).....	1	2	3	
Total.....	23,161	11,352	34,513	2,915
III. CHILDREN.				
Discharge children under 14 years of age (§70).....	77	51	128	
Discharge illiterate children under 16 (§73).....	64	3	67	
Discharge children under 16 without certificate (§70).....	910	440	1,350	
File certificate of children under 16 (§§70, 73).....	5		5	
Cease employing children under 16 more than 9 hours per day (§77).....	682	411	1,093	48
Cease employing children under 16 on dangerous machinery (§81).....	1	8	9	
Cease employing children under 16 at sorting rags (§292, Penal Code).....	1		1	
Keep unemployed children out of factory.....		1	1	
Total.....	1,740	914	2,654	48

*Exclusive of compliances with orders issued in previous

REPORT OF BUREAU OF FACTORY INSPECTION, 1906.

II.191

and September 30, 1906, and Compliances Therewith Reported up to February 1, 1907.—Con.

COMPLIANCES.*					SPECIAL ORDERS.				Final notices issued.
Net total.	Reported by deputy inspectors.	Reported by owners or occupants.	Total.	Thereof in New York City.	Total issued.	Suspended, rescinded, etc.	Net total.	Compliances.	
611	414	85	499	150	10		10	8	6
468	309	76	385	174	3		3	3	10
328	155	33	188	81	17		17	9	6
16	9	4	13	5					1
31	16	6	22						
967	528	301	829		4		4	4	20
6	6		6		1		1	1	
1,268	741	361	1,102		5		5	5	31
11	5		5	5					
1,262	749	159	908	544	89	6	83	54	28
167	95	8	103	69	9	3	6	5	8
204	141	22	163	64	14		14	13	4
80	41	17	58	39	4	1	3	3	1
30	17	5	22	6	2		2	2	
559	344	82	426	260	8		8	6	7
58	24	5	29	23	14		14	4	4
8	6	1	7	7	1		1	1	
25	15	4	19	19					
5	2	1	3	2	4		4	1	2
53	29	5	34	19	8		8	7	7
23	12	3	15	12	1		1	1	
15	7	3	10	9	1		1	1	
32	13	3	16	12	20	2	18	7	
3	3		3	3	3		3	3	
3,988	2,520	608	3,128	1,824	180	16	164	111	83
53	39	1	40						1
2	2		2						
18	12	2	14						2
28	24		24						
4	3		3	2					
26	19	4	23	1					1
389	260	54	314	256	31	1	30	26	3
4	2	2	4	2					
62	46	2	48	40	6		6	4	1
1									
48	31	10	41		2		2	2	4
16	8	1	9	4	7		7	2	
118	63	19	82	32	2		2	1	5
382	247	39	286	207	24	6	18	13	5
2,481	1,543	412	1,955	1,031	77	9	68	42	54
99	61	14	75	69	13		13	4	1
5	3	1	4						
58	36	6	42	37	4		4	3	
194	117	41	158	139	13		13	13	6
	4		4	4	1		1	1	
869	540	109	649	416	40	4	36	27	14
812	501	100	601	407	38	3	35	26	14
54	38	7	45	8	2	1	1	1	
3	1	2	3	1					
31,598	19,518	4,386	23,904	15,019	1,844	84	1,760	1,225	518
128	128		128	77					
67	67		67	64					
1,350	1,350		1,350	910					
5	3		3	3					
1,045	749	194	943	572	56		56	47	5
9	6	1	7	1					
1	1		1	1					
1	1		1						
2,606	2,305	195	2,500	1,628	56		56	47	5

year; inclusive of compliances with Special Orders.

Table VI—Number of Notices Issued to Factories on Inspections Made Between October 1, 1905,

ORDERS. With reference to section of Labor Law violated.	NOTIFICATIONS. (Including special orders.)			
	New York City.	Re- mainder of the State.	New York State.	Sus- pended, rescind- ed, etc.
IV. WOMEN AND MINORS.				
Cease employing males under 18 and women more than 60 hours per week (§77).....	384	51	435	29
Cease employing males under 18 and women at night (between 9 p. m. and 6 a. m.) (§77).....	51	138	189	1
Cease employing males under 18 and women at polishing or buffing (§93).....	8	8	16	1
Cease employing minors under 18 to take care of or operate an elevator running faster than 200 feet per minute (§79).....	1	2	3	.....
Provide seats for female employees (§17).....	24	8	32	.....
Total.....	468	207	675	31
V. LAUNDRIES (special provisions of §92).				
Cease using workrooms for sleeping and living purposes.....	147	3	150	14
Keep workroom in clean condition.....	99	10	109	5
Total.....	246	13	259	19
VI. WORKSHOPS IN TENEMENTS (ARTICLE VII.)				
Frame and post license (§100).....	1	1	2	.....
Keep and file register of outside help (§101).....	1	26	27	.....
Cease using factory for tenement purposes (§62).....	3	.....	3	.....
Cease storing finished product in living rooms (§100).....	2	.....	2	.....
Cease manufacturing in cellar (§100).....	1	.....	1	.....
Total.....	8	27	35	.....
VII. BAKERIES (SPECIAL LAW).				
Water closets ordered from bakeroom and provided outside (§113)..	90	58	148	19
New sink ordered (§111).....	44	61	105	14
Sinks ordered repaired (§111).....	250	64	314	17
Other orders relating to drainage and plumbing (§111).....	94	21	115	11
Remove beds or bedding from, and cease sleeping in bake or store room (§113).....	66	12	78	4
Cease using bakeshop for living purposes (§113).....	7	1	8	.....
Provide pipe or hood or ventilate bakeroom (§111).....	278	48	326	38
Alter or repair pipe or hood (§111).....	66	3	69	1
Bakeshops ordered to be cleaned and kept cleaned (§112).....	797	235	1,032	56
Yard or area ordered cleaned (§112).....	51	32	83	5
Rubbish or ashes ordered from bakeroom and receptacle provided for same (§112).....	296	96	392	36
Walls and ceilings ordered to be whitewashed or painted (§112)...	1,746	702	2,448	157
Woodwork to be painted (§112).....	435	154	589	37
Repair, scrape or oil floor, or provide new floor (§112).....	809	257	1,066	85
Sidewalls or ceilings ordered to be plastered, wainscoted or re- paired (§112).....	557	211	768	49
Repair doors, partitions or windows (§112).....	75	15	90	7
Food products to be stored in dry rooms (§112).....	13	7	20	2
Storage facilities to be arranged for cleaning (§112).....	23	20	43	3
Keep dogs, chickens or other animals out of bakeroom (§112)....	44	13	57	2
Close passageway to stable from bakeshop (§112).....	2	6	8	2
Ceilings ordered raised to at least 8 feet (§112).....	1,211	235	1,446	1,007
Total.....	6,954	2,251	9,205	1,552
IX. WAGES.				
Pay wages in cash (§9).....	2	4	6	1
Pay wages weekly (§10).....	12	24	36	11
Total.....	14	28	42	12
X. HOURS OF WORK IN BRICKYARD OR ON PUBLIC WORK.				
Cease requiring employees in brickyards to work before 7 a. m., or for more than 10 hours per day, in absence of special agreement (§6).....	.....	22	22	.....
Cease requiring municipal employees to work over 8 hours per day (§3).....	.....	3	3	.....
Total.....	.....	25	25	.....
GRAND TOTAL.....	51,272	18,690	69,962	4,625

*Exclusive of compliances with orders issued in previous year; inclusive of compliances with Special Orders. id during the fiscal year 1906 there were 3,900 such notifications issued in response to which 1,353 registers t be found. cf Table 4 in text ante.

and September 30, 1906, and Compliances Therewith Reported up to February 1, 1907—Concl'd.

Net total.	COMPLIANCES.*				SPECIAL ORDERS.				Final notices issued.
	Reported by deputy inspectors.	Reported by owners or occupants.	Total.	Thereof in New York City.	Total issued.	Suspended, rescinded, etc.	Net total.	Compliances.	
406	295	59	354	311	30	1	29	23	4
188	160	9	169	42	9	.....	9	8	1
15	8	4	12	6	2	.....	2	.....	.....
3	2	.....	2	1	.....	.....	.....	.....	.....
32	18	7	25	20	2	.....	2	1	1
644	483	79	562	380	43	1	42	32	6
136	75	11	86	84	.....	.....	.....	.....	2
104	59	6	65	57	.....	.....	.....	.....	2
240	134	17	151	141	.....	.....	.....	.....	4
2	2	.....	2	1	.....	.....	.....	.....	.....
27	21	6	27	1	.....	.....	.....	.....	.....
3	1	1	2	2	.....	.....	.....	.....	.....
2	1	.....	1	1	.....	.....	.....	.....	.....
1	1	.....	1	1	.....	.....	.....	.....	.....
35	26	7	33	6	.....	.....	.....	.....	.....
129	66	10	76	40	14	2	12	10	4
91	51	2	53	24	3	1	2	.....	3
297	187	22	209	170	13	.....	13	11	3
104	65	6	71	59	9	4	5	2	1
74	48	2	50	45	3	.....	3	2	1
8	8	.....	8	7	1	.....	1	1	1
288	166	15	181	154	18	2	16	11	9
68	42	9	51	49	4	.....	4	4	.....
976	663	78	741	569	65	2	63	54	13
78	51	2	53	31	6	.....	6	6	.....
356	240	16	256	192	16	.....	16	12	8
2,291	1,610	242	1,852	1,327	79	6	73	62	30
552	405	52	457	340	31	1	30	26	10
981	650	69	719	545	42	1	41	39	20
719	445	65	510	363	16	1	15	8	6
83	45	11	56	45	14	4	10	7	1
18	12	.....	12	7	2	.....	2	1	.....
40	26	.....	26	10	3	1	2	1	2
55	42	4	46	35	2	.....	2	1	1
6	3	.....	3	.....	7	2	5	3	.....
439	59	4	63	55	43	33	10	.....	4
7,653	4,884	609	5,493	4,067	391	60	331	261	117
5	3	.....	3	1	.....	.....	.....	.....	.....
25	6	4	10	.....	1	1	.....	.....	.....
30	9	4	13	1	1	1	.....	.....	.....
22	18	.....	18	.....	.....	.....	.....	.....	.....
3	2	.....	2	.....	.....	.....	.....	.....	2
25	20	.....	20	.....	.....	.....	.....	.....	2
65,337	49,506	5,533	55,039	39,775	2,395	148	2,247	1,613	659

*In New York City notifications to file registers of outside help are handled separately from regular orders were filed, 299 employers reported no outside help and 155 notices were returned because the addresser could

TABLE VII—COMPLAINTS ALLEGING VIOLATION OF LABOR LAW, AND
DISPOSITION OF SAME.

SUBJECT OF COMPLAINT. [With reference to article or section of Labor Law involved.]	SPECIAL INVESTIGATIONS.					Anony- mous com- plaints.†
	Sus- tained.	Not sus- tained.	Place com- plained of not found, closed, etc.	Total.	Thereof in New York City.	
I. ADMINISTRATION. (§§76-78, 87, 89, 105.)						
Failure to post law (§105)	1	1	.....	2	1	1
II. SANITATION AND SAFETY. (§§62, 79-86, 88-91.)						
1. Lack of light (§81):						
Insufficient light in halls or stairways.....	27	3	.....	30	30	8
Insufficient light in workrooms.....	.....	2	.....	2	2	5
2. Lack of ventilation, overcrowding, etc. (§§85-86):						
Insufficient air space for day work.....	1	6	.....	7	7	.....
Insufficient ventilation.....	2	10	.....	12	8	17
3. Insufficient time for meals (§89):						
Allowance of less than one hour for noonday meal.	5	2	.....	7	6	9
Failure to allow 20 minutes for lunch at 6 P. M.	1	1	.....	2	2	4
4. Uncleanliness, lack of sanitary conveniences (§§84-88).....	87	66	6	149	136	74
Unclean shop, hallway or yard (§62)	9	3	.....	12	9	7
Lack of sufficient or inside water closets (§88) ...	18	14	.....	32	31	14
Lack of separate water closets for sexes (§88)	24	2	1	27	26	6
Water closets unclean, not disinfected or not flushed (§88)	16	10	2	28	22	24
Unscreened water closets (§88)	2	.....	.....	2	2	.....
Water closet out of repair (§88)	6	2	.....	8	8	1
Water closets insufficiently ventilated (§88).....	1	.....	.....	1	.....	1
Lack of access at night to water closets in yard (§88).....	.....	.....	.....	.....	.....	1
Lack of dressing room for women (§88).....	.....	2	1	3	3	3
Lack of running water in workroom (§62).....	*8	5	.....	13	12	9
No sink in factory (§62).....	.....	1	.....	1	1	.....
Broken drain pipes (§62).....	.....	1	.....	1	1	1
Warm drinking water (§62).....	.....	1	.....	1	1	2
Insufficient heat in workrooms (§62).....	.....	1	.....	1	1	3
"Unsanitary" conditions, particulars not specified.	3	14	2	19	19	2
5. Dangerous machinery, boilers, etc. (§§81, 91).....	21	14	2	37	23	7
Unguarded gearing (§81).....	1	.....	.....	1	.....	.....
Lack of belt shifter, loose pulley or safety clutch (§81).....	.....	1	1	2	2	1
Loose shafting (§81).....	1	.....	.....	1	1	.....
Other machinery unguarded (§81).....	1	5	.....	6	4	1
Lack of, or imperfect, exhaust fans (§81).....	15	6	.....	21	14	3
Vibration from machinery (§81).....	.....	1	.....	1	1	.....
Unsafe boiler or failure to inspect boiler (§81)....	3	1	1	5	1	2
6. Unsafe elevators, hoistways, etc. (§79).....	6	3	.....	9	6	3
Lack of guard rails at elevator or hoistway open-ings	3	.....	.....	3	2	.....
Unguarded airshaft .....	.....	1	.....	1	1	.....
Elevator door or gates not properly fastened or out of repair.....	1	1	.....	2	2	.....
Unsafe elevator.....	1	1	.....	2	1	2
7. Insufficient fire protection (§§80, 82-83).....	10	16	1	26	17	6
Lack of or inadequate fire escapes (§82).....	5	9	.....	14	9	2
Obstructions to exits or fire escapes (§82).....	3	3	.....	6	5	.....
Doors locked during working hours (§80).....	1	3	1	5	2	2
Lack of handrail on stairs (§80).....	.....	.....	.....	.....	.....	1
Unscreened stairways (§80).....	1	.....	.....	1	1	.....
8. Unsafe buildings (§§62, 90).....	3	4	.....	7	6	7
Unsafe buildings, particulars not specified.....	1	1	.....	2	1	1
Noncompliance with municipal ordinance (§62) ..	.....	1	.....	1	1	3
Unsafe ceiling (§62).....	2	.....	.....	2	2	.....
Explosives in workroom (§62).....	.....	1	.....	1	1	1
Gas escaping in workroom (§62).....	.....	.....	.....	.....	.....	2
Danger of fire from open forge and wood floor (§62).....	.....	1	.....	1	1	.....
Total.....	162	116	9	287	243	138

* Including one sustained in part. † Investigated in connection with regular inspection; no special reports made by inspectors.

Table VII—Complaints Alleging Violation of Labor Law, Etc.—Concluded.

SUBJECT OF COMPLAINT. [With reference to article or section of Labor Law involved.]	SPECIAL INVESTIGATIONS.					Anony- mous com- plaints.
	Sus- tained.	Not sus- tained.	Place com- plained of not found, closed, etc.	Total.	Thereof in New York City.	
III. ILLEGAL EMPLOYMENT OF CHILDREN. (§§70, 73, 79, 81.)						
Illegal employment of children (particulars not specified).....	7	23	9	39	36	9
Employment of children under 14 (§70).....	13	14	.....	27	16	20
Employment of illiterate children under 16 (§73).....	4	.....	.....	4	4	.....
Employment of children under 16 without certificates (§70).....	51	36	.....	87	64	20
Employment of children under 16 more than 9 hours a day (§77).....	9	1	.....	10	2	.....
Total.....	84	74	9	167	122	58
IV. ILLEGAL EMPLOYMENT OF WOMEN AND MINORS. (§§17, 77, 79, 81, 93.)						
Employment of women or minors more than 60 hours a week (§77).....	9	20	1	30	17	24
Employment of women or minors at night (§77).....	9	4	1	14	9	9
Employment of women or minors at polishing or buffing (§77).....	.....	2	.....	2	1	.....
Lack of seats for women (§17).....	1	1	1	3	1	3
Total.....	19	27	3	49	28	36
V. LAUNDRIES (SPECIAL LAW, §92).						
VI. TENEMENT WORK (ART. VII).						
Work carried on without license (§100).....	24	7	2	33	28	6
Unsanitary conditions (§100).....	4	2	.....	6	6	6
Contagious disease in tenement workroom (§100).....	.....	1	.....	1	1	1
Underground workroom (§100).....	.....	1	.....	1	1	.....
Total.....	28	11	2	41	36	13
VII. BAKERIES (SPECIAL—ART. VIII).						
General violation of bakeshop law.....	5	2	.....	7	5	9
Water closet connected with bakeroom (§113)...	5	.....	.....	5	5	.....
Defective drainage or plumbing (§111).....	1	1	.....	2	2	7
Beds and bedding in, or sleeping in, bakeroom (§113).....	.....	1	.....	1	1	3
Defective ventilation, lack of pipe or hood (§111).....	*2	5	.....	7	6	3
Unclean bakery or confectionery establishment (§112).....	9	2	2	13	13	17
Walls or ceiling not limewashed, or out of repair (§112).....	.....	.....	.....	.....	.....	3
Ceiling less than 8 feet high (§112).....	11	.....	1	12	12	.....
Prohibited animals in bakeroom (§112).....	1	1	.....	2	1	1
Total.....	34	12	3	49	45	41
X. MINES AND QUARRIES (ART. IX).						
MISCELLANEOUS.						
Unsafe scaffolding (§§18-19).....	1	1	.....	2	1	.....
Failure to pay wages weekly (§10).....	4	.....	.....	4	.....	.....
General violation of factory law (including complaints with no particulars specified).....	5	2	1	8	7	9
Conditions not within Department's jurisdiction.....	.....	.....	.....	36	28	32
Total.....	10	3	1	50	36	41
Grand Total.....	**338	244	27	645	511	1328

* Including one sustained in part. † Investigated in connection with regular inspection; no special reports made by inspectors. ‡ The number of separate communications was 285, since 17 covered two subjects; 6 covered three, 2 covered four and 2 covered five subjects. § The number of separate communications was 562, as 62 covered more than one subject; thus 46 contained two subjects; 12, three subjects; 3, four subjects; and 1, five subjects. ** Including two sustained in part.

TABLE VIII—DETAILED STATEMENT OF PROSECU

TOWN.	Defendant and Premises.	Offense.
		I. ADMINISTRATION.
New York City...	Charles Fox, 514 S. Boulevard, Bronx.	Interfering with and obstructing a deputy factory inspector in the performance of his duties.
New York City...	Bernard Levinson, 345 Grand st., Manhattan.	Failure to post law.....
		II. SANITATION AND SAFETY.
		1. Lighting.
New York City...	Ewald Mommer, 34-36 W. Houston st., Manhattan.	Failure to provide and maintain lights in halls.
		3. Time Allowed for Meals.
New York City...	Samuel B. Young, 151-155 W. 30th st., Manhattan.	Failure to allow time for lunch after 6 p. m.
		4. Cleanliness and Sanitary Conveniences.
New York City...	Meyer Beck, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Samuel Berman, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Philip Block, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Nathan Bozinsky, 50 Market st., Manhattan.	Failure to provide water in water closets..
New York City...	Louis Cohen, 124 E. Broadway, Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Michael Cohen, 99 Canal st., Manhattan.	Failure to provide dressing room for women.
New York City...	Max Dorf, 16-18 E. 12th st., Manhattan.	Failure to provide dressing room for women.
New York City...	Abram Eisenman, 124 E. Broadway, Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Samuel Epstein, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Solomon Feinstone, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Samuel Goldman, 124 E. Broadway, Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Jacob Goldstein, 124 E. Broadway, Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Jacob Halper, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Meyer Harrison, 16-18 E. 12th st., Manhattan.	Failure to provide dressing room for women.
New York City...	Abraham Hoch, 53 Pitt st., Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Wolf Kletzky, 71 Pike st., Manhattan.	Failure to provide water in water closets.
New York City...	Morris Lacher, 53 Pitt st., Manhattan.	Failure to provide dressing room for women.
New York City...	Charles Lebendiger, 431 Broome st., Manhattan.	Failure to provide dressing room for women.
New York City...	Louis Lebendiger, 431 Broome st., Manhattan.	Failure to provide dressing room for women.
New York City...	Isaac Lerner, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Max S. Levin, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Bernard Levinson, 345 Grand st., Manhattan.	Failure to clean water closets.....
New York City...	Isaac Levy, 16-18 E. 12th st., Manhattan.	Failure to provide dressing room for women.
New York City...	David Lischeck, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Louis Miller, 49 Chrystie st., Manhattan.	Failure to clean water closet.....

CTIONS FOR VIOLATION OF THE FACTORY LAW.

Inspector.	Court and Dates.	Result.	Penalty.
W. W. Walling.....	Arrested, without warrant, Sept. 23, 1905; Special Sessions, Nov. 6, 1905.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Feb. 26, 1906; Special Sessions, Apr. 24, 1906.	Convicted; sentence suspended.	
Mrs. R. B. Gourlie and W. W. Walling.	Summoned, Apr. 11, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Sept. 21, 1906; Magistrate's Court.	Pending.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$50.
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Acquitted on error in proceedings.	
W. W. Walling.....	Warrant, Jan. 24, 1906; Special Sessions, Mar. 1, 1906.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, Dec. 5, 1905; Magistrate's Court, Dec. 13, 1905.	Discharged on compliance with law.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Nov. 13, 1905.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Dec. 5, 1905; Magistrate's Court, Dec. 13, 1905.	Dismissed on compliance with law.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, June 1, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 25, 1905.	Acquitted through deponent's inability to prove that defendant had ever been ordered by Commissioner of Labor to provide a dressing room.	
W. W. Walling.....	Warrant, Feb. 27, 1906; Warrant not executed.	Withdrawn.	
W. W. Walling.....	Warrant, Feb. 27, 1906; Special Sessions, Mar. 13, 1906.	Pleaded guilty....	Fined \$20.
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Feb. 26, 1906; Special Sessions, Apr. 24, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Dec. 5, 1905; Special Sessions, Mar. 1, 1906.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	

Table VIII—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
		II. SANITATION AND SAFETY—Concl'd.
		4. Cleanliness, etc.—Concluded.
New York City...	Samuel Rosenblatt, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	David Rosenblum, 721 Cortlandt ave., Bronx	Failure to provide separate water closets for sexes.
New York City...	Sigmund Schafier, 97 Greene st., Manhattan.	Failure to clean water closets.....
New York City...	Hyman Schechter, 24-26 Pitt st., Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Harry Scher, 16-18 E. 12th st., Manhattan.	Failure to provide dressing room for women.
New York City...	Samuel Schoenhaus, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Max Schulz, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Solomon Schwartz, 24-26 Pitt st., Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Max Seidenkopf, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Joseph Silverman, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Morris Sonbin, 124 E. Broadway, Manhattan.	Failure to provide separate water closets for sexes.
New York City...	Samuel Stein, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Harry Teitlebaum, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
New York City...	Louis Tagorin, 49 Chrystie st., Manhattan.	Failure to clean water closet.....
		5. Dangerous Machinery.
Buffalo.....	Isaac A. Aldrich, 55 Illinois st.....	Failure to provide exhaust fans.....
Buffalo.....	George I. Onions, 371 Seventh st....	Failure to provide exhaust fans.....
Buffalo.....	George A. Ray, 1465 Niagara st.....	Failure to provide exhaust fans.....
Buffalo.....	Thomas M. Royle, 367 Ellicott st....	Failure to provide exhaust fans.....
New York City...	Abram Endelman, 2-6 Tompkins st., Manhattan.	Failure to provide exhaust fans.....
New York City...	David Goldberg and Joseph Weber, 48 Center st., Manhattan.	Failure to provide exhaust fans.....
New York City...	John Sklar, 133-143 Floyd st., Brooklyn.	Failure to provide exhaust fans.....
		7. Protection from Fire.
Buffalo.....	Gustav Bruiknern, 748-750 Michigan st.	Failure to provide fire escape.....
		III. CHILDREN.
Buffalo.....	Warren Brush, of Brush Bros., Bailey ave. and Erie R. R.	Employing child under 14 years of age...
Buffalo.....	Warren Brush, of Brush Bros., Bailey ave. and Erie R. R.	Employing child under 16 years of age without Board of Health certificate.
Buffalo.....	Joseph J. Daniken, foreman Geo. A. Ray Mfg. Co., 1495 Niagara st.	Employing child under 14 years of age...
Buffalo.....	Thomas Parker De Wolf, 105 E. Seneca st.	Employing child under 16 years of age without Board of Health certificate.
Buffalo.....	John Dietschler, Griswold and Weiss sts.	Employing child under 14 years of age (2 cases).

*Adjourned from day to day till the close of the

for Violation of the Factory Law—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
James Davie.....	Warrant, Mar. 9, 1906; Special Sessions, Apr. 24, 1906.	Convicted.....	Fined \$30.
W. W. Walling.....	Warrant, Jan. 19, 1906; Special Sessions, Feb. 20, 1906.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Dec. 5, 1905; Magistrate's Court, Dec. 13, 1905.	Dismissed on defendant's allegation of compliance with order.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, Mar. 14, 1906; Police Court, Apr. 16, 1906.	Dismissed on defendant's compliance.	
H. L. Schnur.....	Warrant, Apr. 26, 1906.....	Pending.*	
H. L. Schnur.....	Warrant, Apr. 18, 1906; Police Court, June 11, 1906; County Court.	Pending on appeal.	
H. L. Schnur.....	Warrant, Apr. 26, 1906.....	Pending.*	
W. W. Walling.....	Warrant, Jan. 24, 1906; Special Sessions, Mar. 1, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Aug. 2, 1905; Special Sessions, Oct. 25, 1905.	Both convicted....	Fined \$25 each.
W. W. Walling.....	Warrant, Jan. 16, 1906; Magistrate's Court.	Case abandoned, upon Commissioner's direction, for refusal of magistrate to proceed with hearing after two adjournments.	
H. L. Schnur.....	Warrant, Apr. 16, 1906; Police Court, Apr. 23, 1906.	Convicted; sentence suspended.	
H. L. Schnur.....	Warrant, July 25, 1906; Police Court, Aug. 2, 1906.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, July 25, 1906; Police Court, Aug. 2, 1906.	Convicted; sentence suspended.	
H. L. Schnur.....	Warrant, Mar. 8, 1906; Police Court, Mar. 21, 1906.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, Apr. 27, 1906; Police Court, Apr. 30, 1906.	Pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, July 3, 1906; Police Court, July 20, 1906.	Convicted; sentence suspended.	

year awaiting final decision of the Ray case.

Table VIII—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
Buffalo.....	John Dietschler, Griswold and Weiss sts.	Employing child under 16 years of age without Board of Health certificate (3 cases).
Buffalo.....	John Dietschler, Griswold and Weiss sts.	Employing child under 16 years of age before 6 a. m. (3 cases).
Buffalo.....	Henry J. Felton, 520 Ellicott st.....	Employing child under 14 years of age (2 cases).
Buffalo.....	Henry J. Felton, 520 Ellicott st.....	Employing child under 16 years of age without Board of Health certificate (3 cases).
Buffalo.....	George W. Schmidt, 699 Bailey ave..	Employing child under 14 years of age (2 cases).
Buffalo.....	Clarence E. Seeds, foreman David Gil-mour Door Company, 579 Tonawanda st.	Employing child under 14 years of age...
Buffalo.....	Charles Steiger, foreman for John Dietschler, Griswold and Weiss sts.	Employing child under 14 years of age...
Buffalo.....	Charles Steiger, foreman for John Dietschler, Griswold and Weiss sts.	Employing child under 16 years of age before 6 a. m.
Buffalo.....	Paul Trepton, foreman for John Dietschler, Griswold and Weiss sts.	Employing child under 16 years of age before 6 a. m. (2 cases).
Cazenovia.....	William H. Donnell, of T. W. Thayer Company.	Employing child under 16 years of age without Board of Health certificate.
Cazenovia.....	William H. Donnell, of T. W. Thayer Company.	Employing child under 16 years of age more than 9 hours per day.
East Syracuse....	E. B. Kingsley.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
Lenox.....	Kitty A. (Jones) Hinman.....	Violation of Penal Code in making false statement in application for an employment certificate from Board of Health.
Mamaroneck...	J. Wallace Clapp, 145 Mamaroneck ave.	Employing child under 14 years of age...
Mamaroneck.....	A. C. Delanoy, Fayette ave.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
Mamaroneck.....	A. C. Delanoy, Fayette ave.....	Employing child under 16 years of age more than 9 hours per day (2 cases).
New Rochelle.....	V. L. Epplattenier, 263 Main st.....	Employing child under 16 years of age without Board of Health certificate (2 cases).
New Rochelle.....	V. L. Epplattenier, 263 Main st.....	Employing child under 16 years of age more than 9 hours per day (2 cases).
New York City...	Meyer Abramson, 48 Center st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Samuel Albercourt,* 11 Lewis st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Morris Alper, 88 Monroe st., Manhattan.	Employing child under 14 years of age...
New York City...	Benjamin Appelboom, 154-19 Bowery, Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Samuel Berneger, 33 W. Third st., Manhattan.	Employing child under 14 years of age...
New York City...	Louis Bleber, of Linke, Bleber & Cohen, 237 Mercer st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Louis Roquet, 123 Bleecker st., Manhattan	Employing child under 14 years of age...

*Action was brought under above name;

for Violation of the Factory Law—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
H. L. Schnur.....	Warrant, July 3, 1906; Police Court, July 20, 1906.	Convicted; sentence suspended.	
H. L. Schnur.....	Warrant, July 3, 1906; Police Court, July 20, 1906.	Convicted; fined in one case, sentence suspended in other two cases.	Fined \$20.
H. L. Schnur.....	Warrant, May 7, 1906; Police Court, May 11, 1906.	Pleaded guilty....	Fined \$30
H. L. Schnur.....	Warrant, May 7, 1906; Police Court, May 11, 1906.	Pleaded guilty; sentence suspended.	
H. L. Schnur.....	Warrant, July 25, 1906; Police Court, July 26, 1906.	Convicted; fined in one case, sentence suspended in the other.	Fined \$20.
H. L. Schnur.....	Warrant, Sept. 10, 1906; Police Court, Sept. 11, 1906.	Convicted.....	Fined \$20.
H. L. Schnur.....	Warrant, July 3, 1906; Police Court, July 20, 1906.	Discharged, proprietor having been convicted. (See above.)	
H. L. Schnur.....	Warrant, July 3, 1906; Police Court, July 20, 1906.	Discharged, proprietor having been convicted. (See above.)	
H. L. Schnur.....	Warrant, July 3, 1906; Police Court, July 20, 1906.	Discharged, proprietor having been convicted. (See above.)	
Joseph O'Rourke.....	Warrant, May 22, 1906.....	Pending.	
Joseph O'Rourke.....	Warrant, May 22, 1906.....	Pending.	
L. S. Arnold.....	Warrant, July 25, 1906; Special Sessions, July 26, 1906.	Convicted; fined in one case, sentence suspended in the other.	Fined \$20
Joseph O'Rourke.....	Warrant, July 18, 1906; held for the Grand Jury, July 18, 1906.	Pending.	
C. B. Ash.....	Warrant, Aug. 15, 1906; Justice's Court, Aug. 16, 1906.	Convicted; sentence suspended.	
C. B. Ash.....	Warrant, Aug. 15, 1906; Justice's Court, Aug. 16, 1906.	Convicted; sentence suspended.	
C. B. Ash.....	Warrant, Aug. 15, 1906; Justice's Court, Aug. 16, 1906.	Convicted; sentence suspended.	
C. B. Ash.....	Warrant, Aug. 13, 1906; Special Sessions, Aug. 14, 1906.	Convicted; sentence suspended.	
C. B. Ash.....	Warrant, Aug. 13, 1906; Special Sessions, Aug. 14, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Aug. 2, 1905; Special Sessions, Oct. 25, 1905.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted; sentence suspended.	
Margaret Finn.....	Warrant, Apr. 23, 1906; Magistrate's Court, Apr. 24, 1906.	Discharged.	
F. S. Nash.....	Warrant, Jan. 2, 1906; Special Sessions, Feb. 20, 1906.	Convicted.....	Fined \$20.
W. W. Walling.....	Warrant, Aug. 4, 1905; Special Sessions, Oct. 25, 1905.	Acquitted, no proof of proprietorship being given.	
Mrs. R. B. Gourlie and W. W. Walling.	Warrant, Feb. 15, 1906; Special Sessions, Mar. 27, 1906.	Convicted; sentence suspended.	
Abraham Sirota.....	Warrant, Aug. 18, 1906; Special Sessions.	Pending.	

correct name is Simon Advokat

Table VIII—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Louis Boquet, 123 Bleecker st., Manhattan.	Employing child under 16 years of age without Board of Health certificate (5 cases).
New York City...	Israel Borointz, 134-136 Hester st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Dominick Bravin, 13 Minetta st., Manhattan.	Employing child under 14 years of age...
New York City...	Julius Brodie, 52-62 Ellery st., Brooklyn.	Employing child under 14 years of age...
New York City...	Mary Brown, forewoman Harlem Modern Steam Laundry, 545-549 E. 116th st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Mary Brown, forewoman Harlem Modern Steam Laundry, 545-549 E. 116th st., Manhattan.	Employing child under 16 years of age over 9 hours per day.
New York City...	Solomon Bunimowitz, 22 E. Broadway, Manhattan.	Employing child under 14 years of age...
New York City...	Solomon Bunimowitz, 22 E. Broadway, Manhattan.	Employing child under 16 years of age without Board of Health certificate (8 cases).
New York City...	Benjamin Cohen, 269 Bowery, Manhattan.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Benjamin Cohen, 269 Bowery, Manhattan.	Employing child under 14 years of age...
New York City...	Benjamin Cohen, 269 Bowery, Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Joseph Cohen, of Linke, Bieber & Cohen, 237 Mercer st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Caspar Davis, 36-44 W. 24th st., Manhattan.	Employing child under 14 years of age...
New York City...	I. Deckinger & Co., 315 Canal st., Manhattan.	Employing child under 14 years of age...
New York City...	I. Deckinger & Co., 315 Canal st., Manhattan.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Michael Deljorna, 87 Bowery, Manhattan.	Employing child under 14 years of age...
New York City...	Julius Dicker, 24-26 Pltt st., Manhattan.	Employing child under 14 years of age...
New York City...	Jacob Dilberg, 18 Lispenard st., Manhattan.	Employing child under 14 years of age...
New York City...	Edward S. Doyle, foreman for D. S. Brown & Co., 12th ave and 51st st., Manhattan.	Employing child under 14 years of age...
New York City...	Edward S. Doyle, foreman for D. S. Brown & Co., 12th ave. and 51st st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Edward S. Doyle, foreman for D. S. Brown & Co., 12th ave. and 51st st., Manhattan.	Employing child under 16 years of age more than 9 hours per day.
New York City...	Louis Duckerman, 311 Warwick st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate (3 cases).
New York City...	Louis Duckerman, 311 Warwick st., Brooklyn.	Employing child under 16 years of age more than 9 hours per day (3 cases).
New York City...	Albert N. Ehrlich, 17-19 Walker st., Manhattan.	Employing child under 14 years of age...
New York City...	James T. Emott, 388 Second ave., Manhattan.	Employing child under 14 years of age (2 cases).
New York City...	Wm. Feix, 58 Troutman st., Brooklyn.	Employing child under 14 years of age (3 cases).

for Violation of the Factory Law—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
Mrs. R. B. Gourlie.....	Warrant, Sept. 24, 1906; Special Sessions.	Four cases pending; one case discharged by magistrate Sept. 27th	
T. J. Hammill.....	Warrant, Aug. 3, 1906; Magistrate's Court, Aug. 6, 1906.	Discharged.	
Abraham Sirota.....	Warrant, Aug. 8, 1906; Magistrate's Court, Aug. 9, 1906.	Discharged.	
G. L. Horn.....	Warrant, July 23, 1906; Special Sessions.	Pending.	
C. B. Ash and T. J. Hammill.	Warrant, Apr. 4, 1906; Magistrate's Court, Apr. 7, 1906.	Dismissed.	
C. B. Ash and T. J. Hammill.	Warrant, Apr. 4, 1906; Special Sessions, June 12, 1906.	Pleaded guilty....	Fined \$20.
W. W. Walling.....	Warrant, Aug. 15, 1905; Special Sessions, Oct. 26, 1905.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Aug. 15, 1905; Special Sessions, Oct. 26, 1905.	Convicted; fined in one case, sentence suspended in the other seven.	Fined \$50.
L. A. Havens.....	Warrant, June 2, 1905; Special Sessions, Oct. 25, 1905.	Pleaded guilty: fined in one case, sentence suspended in other.	Fined \$30.
L. A. Havens.....	Warrant, June 2, 1905; Special Sessions, Oct. 25, 1905.	Pleaded guilty; sentence suspended.	
T. J. Hammill.....	Warrant, Aug. 3, 1906; Magistrate's Court, Aug. 6, 1906.	Discharged.	
Mrs. R. B. Gourlie.....	Warrant, Feb. 15, 1906; Special Sessions, Mar. 27, 1906.	Dismissed and L. Bleber, of same firm, held on same offense. (See above.)	
Mrs. Ella Nagle.....	Warrant, Sept. 26, 1906; Magistrate's Court.	Pending.	
Lilly F. Foster.....	Warrant, Sept. 12, 1906; Special Sessions.	Pending.	
Lilly F. Foster.....	Warrant, Sept. 13, 1906; Special Sessions.	Pending.	
T. J. Hammill.....	Warrant, July 30, 1906; Special Sessions, Aug. 14, 1906.	Pleaded guilty....	Fined \$20.
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted; sentence suspended.	
M. J. Flanagan.....	Warrant, July 23, 1906; Special Sessions.	Pending.	
Lilly F. Foster.....	Warrant, July 18, 1906; Special Sessions.	Pending.	
Lilly F. Foster.....	Warrant, July 18, 1906, Special Sessions.	Pending.	
Lilly F. Foster.....	Warrant, July 18, 1906; Magistrate's Court, July 26, 1906.	Dismissed.	
C. Whelan and W. W. Walling.	Warrant, July 16, 1906; Magistrate's Court.	One case dismissed Sept. 12, 1906; the other two pending.	
C. Whelan and W. W. Walling.	Warrant, July 16, 1906; Magistrate's Court.	Pending.	
M. J. Flanagan.....	Warrant, Aug. 1, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, July 5, 1906; Special Sessions, July 12, 1906.	Pleaded guilty; fined in one case; sentence suspended in the other.	Fined \$20.
W. J. Neely and E. H. Williamson.	Warrant, July 9, 1906; Magistrate's Court.	Pending.	

DEPT OF LABOR.

Detailed Statement of Prosecutions

Offense.

III. CHILDREN—Continued.

Employing child under 16 years of age without Board of Health certificate (1 case).

Employing child under 16 years of age without Board of Health certificate (1 case).

Employing child under 16 years of age more than 9 hours per day (3 cases).

Employing child under 16 years of age without Board of Health certificate (2 cases).

Employing child under 16 years of age more than 9 hours per day (2 cases).

Employing child under 16 years of age without Board of Health certificate (1 case).

Employing child under 16 years of age more than 9 hours per day.

Employing child under 16 years of age without Board of Health certificate.

Employing child under 16 years of age without Board of Health certificate (2 cases).

Employing child under 16 years of age without Board of Health certificate.

Employing child under 16 years of age (1 case).

Employing child under 16 years of age without Board of Health certificate.

Employing child under 16 years of age (1 case).

Employing child under 16 years of age without Board of Health certificate

16 under 16 years of age

nd of Health certificate

16 under 16 years of age

nd of Health certificate.

16 under 16 years of age

nd of Health certificate.

16 under 16 years of age

nd of Health certificate.

16 under 16 years of age

nd of Health certificate.

4 under 14 years of age...

Employing child under 16 years of age more than 9 hours per day (3 cases).

Employing child under 16 years of age...

Employing child under 16 years of age...

Employing child under 16 years of age without Board of Health certificate.

Employing child under 16 years of age without Board of Health certificate.

for Violation of the Factory Law—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
Charles Whelan.....	Warrant, Sept. 27, 1906; Magistrate's Court.	Pending.	
W. W. Walling.....	Warrant, Sept. 28, 1905; Special Sessions, Nov. 6, 1905.	Convicted; fined in one case, sentence suspended in two cases.	Fined \$20.
W. W. Walling.....	Warrant, Sept. 28, 1905; Special Sessions, Nov. 6, 1905.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, May 29, 1906; Special Sessions, June 14, 1906.	Convicted.....	Fined \$40.
W. W. Walling.....	Warrant, May 29, 1906; Special Sessions, June 14, 1906.	Convicted; sentence suspended.	
L. A. Havens and T. J. Hammill.	Warrant, Mar. 16, 1906; Magistrate's Court, Mar. 23, 1906.	Dismissed.	
L. A. Havens and T. J. Hammill.	Warrant, Mar. 16, 1906; Magistrate's Court, Mar. 23, 1906.	Dismissed.	
L. A. Havens and T. J. Hammill.	Warrant, Mar. 16, 1906; Special Sessions, June 13, 1906.	Convicted.....	Fined \$20.
L. A. Havens.....	Warrant, Mar. 22, 1906; Special Sessions, Apr. 24, 1906.	Convicted; fined in one case, sentence suspended in two cases.	Fined \$40.
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$20.
L. A. Havens.....	Warrant, May 31, 1905; Special Sessions, Nov. 24, 1905.	Pleaded guilty; sentence suspended in one case, fine imposed in one case.	Fined \$20.
L. A. Havens.....	Warrant, May 31, 1905; Special Sessions, Nov. 24, 1905.	Pleaded guilty; sentence suspended.	
M. J. Flanagan.....	Summons, Sept. 18, 1905; Special Sessions, Sept. 26, 1905.	Pleaded guilty; fined in one case, sentence suspended in two cases.	Fined \$25.
M. J. Flanagan.....	Summons, Sept. 18, 1905; Special Sessions, Sept. 26, 1905.	Pleaded guilty; sentence suspended.	
L. A. Havens.....	Warrant, Apr. 26, 1906; Special Sessions, June 12, 1906.	Pleaded guilty....	Fined \$20.
Mrs. R. B. Gourile....	Warrant, Feb. 15, 1906; Magistrate's Court, Feb. 16, 1906.	Dismissed.	
Mrs. R. B. Gourile....	Warrant, Feb. 15, 1906; Special Sessions, Mar. 1, 1906.	Convicted.....	Fined \$30.
C. B. Ash.....	Warrant, May 28, 1906; Special Sessions.	Pending.	
T. J. Hammill.....	Warrant, Aug. 3, 1906; Special Sessions.	Pending.	
Lilly F. Foster.....	Warrant, Aug. 20, 1906; Special Sessions.	Pending.	
Lilly F. Foster.....	Warrant, Aug. 20, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Sept. 19, 1906; Magistrate's Court.	Two cases pending; one case withdrawn owing to lack of evidence of date of child's birth.	
W. W. Walling.....	Warrant, Sept. 19, 1906; Magistrate's Court.	Pending.	
Maurice Barshell and G. I. Harmon.	Warrant, July 12, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Aug. 15, 1906; Magistrate's Court.	Pending.	
W. W. Walling.....	Warrant, Aug. 15, 1906; Magistrate's Court, Sept. 6, 1906.	Dismissed.	
W. W. Walling.....	Warrant, Feb. 26, 1906; Special Sessions, Apr. 24, 1906.	Convicted.....	Fined \$40.

Table VIII—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City...	Charles Levy, sup't for S. Borchard & Co., 404 E. 104th st., Manhattan.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Jacob Levy, 181-185 Mercer st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Samuel Liberman, 146 Lynch st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Philip Liebowitz, 85 Sedgwick st., Brooklyn.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Philip Liebowitz, 85 Sedgwick st., Brooklyn.	Employing child under 16 years of age more than 9 hours per day.
New York City...	Jacob Markowitz, 5 Howard st., Manhattan.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Philip Martiny, 7 McDougall alley, Manhattan.	Employing child under 14 years of age (2 cases).
New York City...	Kalvin Meiselman and Berl Gross, of Meiselman & Gross, 116 E. 28th st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Leo Mendelstamm, of Jacobs & Mendelstamm, 40 E. 14th st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Henry Ney, 141 E. 25th st., Manhattan.	Employing child under 16 years of age after 9 p. m. (2 cases).
New York City...	Herman Paradise, 503 W. Broadway, Manhattan.	Employing child under 14 years of age...
New York City...	Herman Paradise, 503 W. Broadway, Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Antonio Pafumi, 84 James st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Antonio Pafumi, 84 James st., Manhattan.	Employing child under 14 years of age...
New York City...	Jacob Pelzman, 181-185 Mercer st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	John Perneti, foreman for Bischoff Bros., 653-655 Broadway, Manhattan.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	John Perneti, foreman for Bischoff Bros., 653-655 Broadway, Manhattan.	Employing child under 14 years of age...
New York City...	Joseph Potenza, 281 Grand st., Manhattan.	Employing child under 14 years of age (2 cases).
New York City...	Joseph Potenza, 281 Grand st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Abraham Quint and Philip Katz, 54-56 Bleecker st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Abram Rabinovitz and Sarah Kinsberg, 143-145 Prince st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	William Riedell, sup't of Pallsade Steam Laundry Company, 2315 8th ave., Manhattan.	Employing child under 14 years of age...
New York City...	Daniel E. Rose, 288 Bowery, Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Isaac Rudowitz, 288 Bowery, Manhattan.	Employing child under 16 years of age without Board of Health certificate (2 cases).
New York City...	Arthur C. Schweig, 91-93 Mercer st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.

for Violation of the Factory Law—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
T. J. Hammill.....	Warrant, July 12, 1906; Special Sessions.	Pending.	
Mrs. R. B. Gourlie....	Warrant, Dec. 21, 1905; Magistrate's Court, Dec. 22, 1905.	Defendant discharged and Jacob Pelzman, foreman, held. (See below.)	
Charles Kinney.....	Warrant, Feb. 15, 1905; Special Sessions, Jan. 29, 1906.	Convicted.....	Fined \$20.
L. A. Havens.....	Warrant, Mar. 19, 1906; Special Sessions, July 13, 1906.	Pleaded guilty....	Fined \$20.
L. A. Havens.....	Warrant, Mar. 19, 1906; Special Sessions, July 13, 1906.	Pleaded guilty; sentence suspended.	
W. M. Rich.....	Warrant, Aug. 20, 1906; Special Sessions.	Pending.	
S. N. Brenner.....	Warrant, Aug. 17, 1906; Magistrate's Court, Aug. 22, 1906.	Discharged.	
Lilly F. Foster.....	Warrant, Aug. 20, 1906; Magistrate's Court, Aug. 21, 1906.	Discharged.	
J. H. Bell.....	Warrant, Sept. 19, 1906; Magistrate's Court, Sept. 25, 1906.	Dismissed.	
W. W. Walling.....	Warrant, Mar. 21, 1906; Special Sessions, Mar. 27, 1906.	Pleaded guilty; fined in one case, sentence suspended in one case.	Fined \$20.
W. W. Walling.....	Warrant, Aug. 13, 1906; Special Sessions, Aug. 24, 1906.	Pleaded guilty....	Fined \$30
W. W. Walling.....	Warrant, Aug. 13, 1906; Special Sessions, Aug. 24, 1906.	Pleaded guilty; sentence suspended.	
Margaret Finn.....	Warrant, July 9, 1906; Special Sessions.	Pending.	
Margaret Finn.....	Warrant, July 9, 1906; Special Sessions.	Pending.	
Mrs. R. B. Gourlie....	Warrant, Dec. 21, 1905; Special Sessions, Mar. 1, 1906.	Convicted.....	Fined \$20.
Lilly F. Foster.....	Warrant, Sept. 6, 1906; Special Sessions, Sept. 25, 1906.	Pleaded guilty....	Fined \$40.
Lilly F. Foster.....	Warrant, Sept. 6, 1906; Special Sessions, Sept. 25, 1906.	Pleaded guilty; sentence suspended.	
T. J. Hammill.....	Warrant, July 23, 1906; Special Sessions.	Pending.	
T. J. Hammill.....	Warrant, July 23, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Apr. 24, 1906.	Both convicted: Quint fined; Katz, sentence suspended.	Fined \$20.
M. J. Flanagan.....	Warrant, Apr. 20, 1906; Special Sessions, June 7, 1906.	Pleaded guilty....	Fined \$20.
T. J. Hammill.....	Warrant, Aug. 27, 1906; Magistrate's Court, Aug. 27, 1906.	Discharged on grounds that employment was in the nature of domestic service.	
D. T. Hanlon.....	Warrant, Feb. 27, 1906; Magistrate's Court, Feb. 28, 1906.	Dismissed with reprimand.	
D. T. Hanlon.....	Warrant, Feb. 27, 1906; Special Sessions, Mar. 13, 1906.	Pleaded guilty; sentence suspended, as defendant had been in Tombs Prison 5 days.	
Lilly F. Foster.....	Warrant, Aug. 15, 1906; Magistrate's Court.	Pending.	

Table VIII—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Continued.		
New York City..	Jacob Schiller, 269 Bowery, Manhattan.	Employing child under 14 years of age...
New York City...	Jacob Schiller, 269 Bowery, Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	David Silva, 57-61 W. Houston st., Manhattan.	Employing child under 16 years of age without Board of Health certificate (8 cases).
New York City...	Samuel Stein, 49 Chrystie st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Harry Thal, 131-135 Prince st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Morris Train, 5 Rutgers pl., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Frank Tripari, 179 Mott st., Manhattan.	Employing child under 14 years of age...
New York City...	Frank Tripari, 179 Mott st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	J. Weiner, of Greenberg, Weiner & Co., 23 Wooster st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Abraham Wolff, 181-185 Mercer st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
New York City...	Louis Wolfson, 35 Cannon st., Manhattan.	Employing child under 16 years of age without Board of Health certificate.
Niagara Falls.....	H. K. Blanchard, sup't Wm. A. Rogers Company, Ltd., 464 Main st.	Employing child under 16 years of age without Board of Health certificate.
Niagara Falls.....	Burton J. Mosler, asst. mgr. Wm. A. Rogers Company, Ltd., 464 Main st.	Employing child under 16 years of age without Board of Health certificate.
Potsdam.....	A. Sherman Lumber Company.....	Employing child under 14 years of age (5 cases).
Rochester.....	Herman Baudemer, 63 Thomas st....	Employing child under 16 years of age without Board of Health certificate.
Rome.....	E. Stuart Williams, mgr. Williams Bros. Mfg. Company, 133 Henry st.	Employing child under 16 years of age more than 9 hours per day (3 cases).
Solvay.....	Iroquois China Company.....	Employing child under 16 years of age without Board of Health certificate (10 cases).
Syracuse.....	Mary Elizabeth Evans, 416 S. Salina st.	Employing child under 16 years of age without Board of Health certificate (2 cases).
Syracuse.....	H. H. Gray's Son, 303 N. State st....	Employing child under 16 years of age without Board of Health certificate (2 cases).
Syracuse.....	Hotelling-Warner Company, 620 N. Clinton st.	Employing child under 14 years of age...
Syracuse.....	Hotelling-Warner Company, 620 N. Clinton st.	Employing child under 16 years of age without Board of Health certificate (4 cases).
Syracuse.....	E. A. Hunt, S. Salina and Croton sts.	Employing child under 16 years of age without Board of Health certificate.
Syracuse.....	David Jacobson and Morris Levy, 907 Grape st.	Employing child under 16 years of age without Board of Health certificate.
Syracuse.....	H. J. Ormsbee Engraving Company, 322 S. Salina st.	Employing child under 16 years of age without Board of Health certificate (2 cases).
Syracuse.....	Charles J. and Frank H. Piquet, 2313 Lodi st. .	Employing child under 16 years of age without Board of Health certificate.
Syracuse.....	Charles J. and Frank H. Piquet, 2313 Lodi st.	Employing child under 14 years of age...
Syracuse.....	Justin Seubert, pres't Justin Seubert, Inc., 541 S. Clinton st.	Employing child under 14 years of age (3 cases).
Syracuse.....	Justin Seubert, pres't Justin Seubert, Inc., 541 S. Clinton st.	Employing child under 16 years of age without Board of Health certificate (2 cases).

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for Violation of the Factory Law—Continued.

Inspector.	Court and Dates.	Result.	Penalty.
T. J. Hammill.....	Warrant, Aug. 3, 1906; Magistrate's Court, Aug. 6, 1906.	Discharged.	
T. J. Hammill.....	Warrant, Aug. 3, 1906; Magistrate's Court, Aug. 6, 1906.	Discharged.	
W. W. Walling.....	Warrant, Aug. 10, 1905; Special Sessions, Nov. 6, 1905.	Convicted; fined in one case, sentence suspended in other seven cases.	Fined \$20
W. W. Walling.....	Warrant, Mar. 12, 1906; Special Sessions, Mar. 30, 1906.	Pleaded guilty....	Fined \$20.
M. J. Flanagan.....	Warrant, Apr. 25, 1906; Special Sessions, June 7, 1906.	Pleaded guilty; sentence suspended.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$35.
T. J. Hammill.....	Warrant, July 12, 1906; Special Sessions.	Pending.	
T. J. Hammill.....	Warrant, July 12, 1906; Special Sessions.	Pending.	
M. J. Flanagan.....	Warrant, June 11, 1906; Special Sessions.	Pending.	
Mrs. R. B. Gourlie....	Warrant, Dec. 21, 1905; Magistrate's Court, Dec. 22, 1905.	Discharged, and foreman, J. Pelzman, held. (See above.)	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 20, 1905.	Convicted.....	Fined \$20
H. L. Schnur.....	Warrant, Apr. 20, 1906; Police Court, May 3, 1906.	Discharged.	
H. L. Schnur.....	Warrant, Apr. 20, 1906; Police Court, May 3, 1906.	Discharged.	
Joseph O'Rourke.....	Warrant, Aug. 2, 1906; Justice's Court, Aug. 24, 1906.	Pleaded guilty....	Fined \$25.
Kate L. Kane.....	Warrant, Jan. 4, 1906; Police Court, Jan. 5, 1906.	Convicted.....	Fined \$25.
Joseph O'Rourke.....	Warrant, Jan. 4, 1906; City Court, Jan. 5, 1906.	Pleaded guilty and fined in one case, defendant discharged in two cases.	Fined \$20.
L. S. Arnold.....	Warrant, July 20, 1906; Justice's Court, July 30, 1906.	Pleaded guilty; fined in one case, sentence suspended in nine cases.	Fined \$20.
L. S. Arnold.....	Warrant, July 24, 1906; Police Court, July 31, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, July 24, 1906; Police Court, July 31, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, Nov. 16, 1905; Police Court, Nov. 16, 1905.	Pleaded guilty....	Fined \$20.
L. S. Arnold.....	Warrant, Nov. 16, 1905; Police Court, Nov. 16, 1905.	Pleaded guilty; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 17, 1906; Police Court, Sept. 18, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 14, 1906; Police Court, Aug. 25, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, July 24, 1906; Police Court, July 31, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, Aug. 17, 1906; Police Court, Sept. 18, 1906.	Convicted.....	Fined \$20
L. S. Arnold.....	Warrant, Aug. 17, 1906; Police Court, Sept. 18, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, July 16, 1906; Police Court, July 31, 1906.	Convicted; sentence suspended.	
L. S. Arnold.....	Warrant, July 16, 1906; Police Court, July 31, 1906.	Convicted; sentence suspended.	

Table VIII—Detailed Statement of Prosecutions

TOWN.	Defendant and Premises.	Offense.
III. CHILDREN—Concluded.		
Syracuse.....	August Welmer, 1305 N. State st....	Employing child under 16 years of age without Board of Health certificate.
Utica.....	Martin Lutz, 137 Columbia st.....	Employing child under 14 years of age...
Utica.....	Martin Lutz, 137 Columbia st.....	Employing child under 16 years of age without Board of Health certificate.
Yonkers.....	Joseph B. Wagner, sup't for Federal Cooperage Company.	Employing child under 16 years of age without Board of Health certificate (2 cases).
Yonkers.....	Joseph B. Wagner, sup't for Federal Cooperage Company.	Employing child under 16 years of age more than 9 hours per day (2 cases).
IV. WOMEN AND MINORS.		
New York City...	Louis H. Cornish, 15 Vandewater st., Manhattan.	Employing female after 9 p. m.....
New York City...	William T. Davis, gen'l mgr. Harlem Modern Steam Laundry, 545-549 E. 116th st., Manhattan.	Employing minors more than 60 hours per week (3 cases).
New York City...	William N. Flattich, 17-27 Vandewater st., Manhattan.	Employing female after 9 p. m.....
New York City...	Henry J. Geissman, 373 Broadway, Manhattan.	Employing female more than 60 hours per week (2 cases).
New York City...	Jennie Gilligan, 497-505 Pearl st., Manhattan.	Employing female after 9 p. m.....
New York City...	Bernard O'Rourke, 214 William st., Manhattan.	Employing female after 9 p. m.....
New York City...	Charles Schweinler, 141 E. 25th st., Manhattan.	Employing female after 9 p. m.....
New York City...	David L. Williams, Eleventh ave. and 36th st., Manhattan.	Employing female after 9 p. m.....
New York City...	Samuel B. Young, 151-155 W 30th st., Manhattan.	Employing female over 60 hours per week (2 cases).
VI. WORKSHOPS IN TENEMENTS.		
New York City...	Ravella Gentra, 174 Thompson st., Manhattan.	Removing tag reading "Tenement made" from goods illegally manufactured.
VII. BAKERIES.		
New York City...	Isidor Cuba, 157-159 Allen st., Manhattan.	Maintaining water closet directly connecting with bake room.
New York City...	Gustav Gross, 64 Avenue A, Manhattan.	Failure to whitewash walls and ceiling of bakery and to maintain said bakery in clean and sanitary condition.
New York City...	Salvatore Touse, 195 Forsyth st., Manhattan.	Permitting employees to sleep in bake shop, which is not maintained in clean condition.

for Violation of the Factory Law—Concluded.

Inspector.	Court and Dates.	Result.	Penalty.
L. S. Arnold.....	Warrant, Aug. 17, 1906; Police Court, Sept. 18, 1906.	Warrant with- drawn.	
W. G. Lownsberry....	Warrant, Aug. 25, 1906; City Court, Aug. 25, 1906.	Pleaded guilty....	Fined \$20.
W. G. Lownsberry....	Warrant, Aug. 25, 1906; City Court, Aug. 25, 1906.	Pleaded guilty; sen- tence suspended.	
C. B. Ash.....	Warrant, July 17, 1906; City Court, July 19, 1906.	Convicted; sentence suspended.	
C. B. Ash.....	Warrant, July 17, 1906; City Court, July 19, 1906.	Convicted.....	Fined \$25 in each case.
W. W. Walling.....	Warrant, Mar. 15, 1906; Special Sessions, Mar. 22, 1906.	Pleaded guilty....	Fined \$20.
C. B. Ash.....	Warrant, June 27, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Mar. 20, 1906; Special Sessions, Mar. 27, 1906.	Pleaded guilty; sen- tence suspended.	
W. W. Walling.....	Warrant, May 29, 1906; Special Sessions, June 14, 1906.	Convicted; sentence suspended.	
W. W. Walling.....	Warrant, Mar. 15, 1906; Special Sessions.	Pending.	
W. W. Walling.....	Warrant, Mar. 15, 1906; Special Sessions, Aug. 3, 1906; Appellate Division of Supreme Court.	Pending on appeal.	
W. W. Walling.....	Warrant, Mar. 21, 1906; Magistrate's Court, Mar. 28, 1906.	Dismissed; magis- trate called al- most conclusive testimony "flimsy evidence."	
W. W. Walling.....	Warrant, Mar. 14, 1906; Special Sessions, Aug. 3, 1906; Appellate Division of Supreme Court.	Pending on appeal.	
W. W. Walling.....	Warrant, Sept. 21, 1906; Magistrate's Court.	Pending.	
Mrs. R. B. Gourlie....	Warrant, Nov. 20, 1905; Magistrate's Court, Nov. 22, 1905.	Dismissed by mag- istrate with rep- rimand and warn- ing, at request of Commissioner of Labor.	
W. W. Walling.....	Warrant, July 21, 1905; Special Sessions, Oct. 25, 1905.	Convicted.....	Fined \$50.
J. N. Stewart.....	Warrant, June 23, 1905; Special Sessions, Oct. 25, 1905.	Convicted.....	Fined \$25.
T. J. Hammill.....	Warrant, Aug. 28, 1906; Special Sessions.	Pending.	

TABLE IX—NUMBER, AGE AND SEX OF PERSONS RE

CAUSE.	All					
	UNDER 16 YEARS.		16-18 YEARS.		18 YEARS AND UPWARD.	
	M.	F.	M.	F.	M.	F.
[n. e. s.—not elsewhere specified.]						
MECHANICAL POWER.						
Transmission of power:						
Motors (engines, dynamos, flywheels).....			2	1	84	1
Air fans, steam pumps, etc.....					35	
Gearing.....	12	4	30	11	246	32
Set screws.....	1				33	
Shafting.....	3	1	3	2	57	6
Belts and pulleys.....	12	1	21	8	262	16
Conveying and hoisting machinery:						
Elevators and lifts.....	20		32	2	176	4
Cranes (steam, electric, portable, etc.).....	2		3		200	
Hoisting and conveying apparatus, n. e. s.....	3		10		636	1
Locomotives and trains.....			2		153	
Wood working machines:						
Saws.....	2		38		550	
Planers.....	3		9		108	
Jointers.....	1		5		104	
Shapers.....					48	
Lathes.....			1		12	
Heading machines.....					10	1
Other wood working machines.....	3		5		82	
Paper and printing machinery:						
Barkers.....			2		36	
Calendars and other paper making machines....			13		141	1
Paper cutting, stitching and staying machines..	3	4	32	29	89	54
Printing presses.....	5		15	11	49	9
Textile machinery:						
Picking machines.....			3	1	21	2
Carding machines.....			7	4	42	
Spinning machines.....	3		13	4	28	8
Looms.....		1	2	18	41	52
Formers, knitting machines and other textile machinery.....	5	2	10	13	114	32
Sewing machines, etc.....	2	3	5	6	19	17
Laundry machines.....		5		8	7	13
Leather working machinery.....	4		13	1	74	3
Metal working machinery:						
Stamping machines.....	6		98	11	473	85
Drilling and milling machines.....	3		37	1	290	4
Screw machines.....	1		7		34	
Lathes.....			7		98	
Drop and steam hammers.....			7		109	3
Shears.....	2		9		99	
Rollers.....			1		137	1
Others.....			20	6	298	10
Polishing machines:						
Contact with grindstones, emery wheels, etc....	3		13		144	
Struck by fragments of polishing wheels.....	1		4		82	
Others.....			3		63	
Machines used in bakeries, confectionery establishments, etc.....	1	1	5	2	21	2
Machines, n. e. s.....	6	1	25	8	154	18
Total.....	107	23	512	147	5,459	375
HEAT AND ELECTRICITY.						
Explosives (powder, dynamite, etc.).....			3		39	
Explosion of gases.....	1		5		76	2
Explosion of boilers and steam pipes.....					55	
Other injuries from steam and hot liquids.....			3		130	4
Caustics.....			4		86	
Explosion of molten metals.....					101	
Other accidents from molten metal.....			5		244	
Vats, pans, etc. (containing hot liquids or caustics).....			2		50	1
Electricity.....	1		1		148	
Fire and heat, n. e. s.....			6		249	3
Total.....	2		29		1,178	10

a One, age not reported. b Two, age not reported. c Three, age not reported. r Eighteen, age not reported.
employees. = Five not em

PORTED INJURED IN FACTORIES AND QUARRIES.

ACCIDENTS.					PERMANENTLY DISABLED.					
AGE NOT REPORTED.		ALL AGES.								
M.	F.	M.	F.	Total.	Under 16 years.	16-18 years.	18 years. +	M.	F.	Total.
.....	86	2	88	.....	.....	13	a13	1	a14
.....	35	.....	35	.....	.....	5	b7	.....	b7
2	290	47	337	6	7	93	b96	12	b108
.....	34	.....	34	.....	.....	2	.....	.....	2
.....	°63	9	°72	°2	2	5	°6	3	°9
.....	295	25	320	3	3	30	34	2	36
7	1	°235	7	°242	.....	7	22	29	.....	29
2	207	.....	207	.....	.....	29	29	.....	29
3	°652	1	°653	.....	2	104	105	1	106
2	157	.....	157	.....	.....	24	c27	.....	c27
8	598	.....	598	1	10	210	a222	.....	a222
1	°121	.....	°121	°1	3	66	°70	.....	°70
.....	110	.....	110	1	1	66	68	.....	68
.....	48	.....	48	.....	.....	17	17	.....	17
.....	13	.....	13	.....	.....	.....	.....	.....	.....
.....	10	1	11	.....	.....	1	.....	1	1
1	91	.....	91	.....	1	32	33	.....	33
.....	38	.....	38	.....	1	13	14	.....	14
2	156	1	157	.....	2	28	29	1	30
1	125	87	212	3	17	34	a38	17	a55
1	70	20	90	1	4	17	18	4	22
.....	24	3	27	.....	2	7	8	1	9
.....	49	4	53	.....	1	9	10	.....	10
.....	44	12	56	.....	4	3	7	.....	7
1	44	71	115	.....	1	7	a6	3	a9
1	130	47	177	.....	4	26	a24	7	a31
.....	2	26	28	54	1	.....	5	6	.....	6
1	1	8	27	35	.....	3	6	a2	8	a10
.....	91	4	95	1	4	24	28	1	29
5	582	96	678	2	41	240	a242	42	a284
1	331	5	336	.....	12	58	b71	1	b72
.....	42	.....	42	.....	1	2	3	.....	3
.....	105	.....	105	.....	1	10	11	.....	11
.....	116	3	119	.....	1	22	23	.....	23
.....	110	.....	110	1	3	32	36	.....	36
.....	138	1	139	.....	.....	26	26	.....	26
1	°319	16	°335	.....	5	54	58	1	59
1	161	.....	161	.....	5	43	48	.....	48
.....	87	.....	87	.....	.....	1	1	.....	1
.....	66	.....	66	.....	1	6	7	.....	7
2	29	°5	a°35	°1	3	12	a13	°4	a°17
1	186	27	213	2	14	31	a41	7	a48
44	4	=6,122	°549	a†6,672	†26	166	1,435	r¶1,528	°117	r†1,645
2	44	.....	44	.....	.....	8	a9	.....	a9
1	°83	2	°85	.....	.....	3	3	.....	3
.....	55	.....	55	.....	.....	1	1	.....	1
1	134	4	138	.....	.....	2	a3	.....	a3
.....	90	.....	90	.....	.....	2	a3	.....	a3
.....	101	.....	101	.....	.....	2	2	.....	2
.....	249	.....	249	.....	.....	1	1	.....	1
.....	52	1	53	.....	.....	3	3	.....	3
.....	150	.....	150	.....	.....	1	1	.....	1
1	256	3	259	.....	1	5	6	.....	6
5	°1,214	10	°1,224	.....	1	28	c32	.....	c32

not reported. ° One not an employee. ¶ Two not employees. † Three not employees. †† Four not employees.
† Six not employees.

Table IX—Number, Age and Sex of Persons Reported

CAUSE.	All					
	UNDER 16 YEARS.		16-18 YEARS.		18 YEARS AND UPWARD.	
	M.	F.	M.	F.	M.	F.
[n. e. s.=not elsewhere specified.]						
FALL OF PERSON.						
Fall from ladder, scaffold, platform, etc.....	2		3		165	1
Fall from machinery, trucks, engines, etc.....			5		101	1
Fall caused by collapse of support.....	1		1		169	
Fall through opening in floor.....				1	83	
Fall in hoistway, shaft, etc.....			9		43	
Fall on stairs, steps, etc.....	°4	1	5	4	40	11
Fall on level by slipping.....	2	1	2	2	83	5
Fall on level by tripping.....			7		88	5
All others.....	2		11	2	189	2
Total.....	°11	2	43	9	961	25
INJURED BY WEIGHTS.						
Falling rock and earth (quarrying, excavating, etc.).....			1		44	
Falling pile of material (lumber, coal, cement, etc.).....	°3		5		168	3
Falling walls, doors and other objects.....	4		7		472	6
Tools or weights dropped by person injured.....	2		3	2	139	
Falling objects dropped by other persons.....			2		87	1
Heavy materials or parts on which injured persons were at work.....			5		241	2
Machinery being moved.....					91	
Fall of material from trucks in transit.....			1		82	
Handling of castings, flasks, etc.....			4		466	
Handling of stone, ore, etc.....			3		55	
Handling of lumber, paper and other materials....	1		3	1	200	1
Loading or unloading.....			7		423	
Cause insufficiently described for classification.....			2		103	2
Total.....	°10		43	3	2,571	15
FLYING OBJECTS.						
Struck in eye by piece of metal, glass, etc.....			4	2	228	4
Other.....	°1				115	1
Total.....	°1		4	2	343	5
VEHICLES AND ACCIDENTS CAUSED BY ANIMALS....						
	°1		10	1	290	2
MISCELLANEOUS.						
Hand tools (hammers, knives, wrenches, files, etc.).....	2		9	1	411	7
Tools in hands of fellow workmen.....			3		72	
Injured while fitting and assembling, n. e. s.....			3		123	
Hand caught on nail, wire, sharp projection, etc....			10	1	190	3
Hand cut on glass.....			9	3	34	3
Injured by stepping on nail, sliver, etc.....	1		5	2	140	12
All other causes.....			5	1	177	
Total.....	3		44	8	1,147	25
Grand total.....	§135	°25	685	170	°11,949	457

a One, age not reported.
 v Twenty-two, age not reported.
 ° One not an employee.
 ¶ Two not employees

Injured in Factories and Quarries—Concluded.

ACCIDENTS.					PERMANENTLY DISABLED.					
AGE NOT REPORTED.		ALL AGES.								
M.	F.	M.	F.	Total.	Under 16 years.	16-18 years.	18 years. +	M.	F.	Total.
3		173	1	174		1	10	11		11
1		107	1	108			4	4		4
		171		171			16	16		16
		83	1	84			3	3		3
		52		52			6	6		6
		49	16	65			3	2	1	3
		87	8	95			3	3		3
		95	5	100		2	2	4		4
		202	4	206			4	4		4
4		1,019	36	1,055		3	51	53	1	54
		45		45			3	3		3
1		177	3	180		1	10	11		11
1		484	6	490		1	19	19	1	20
1		145	2	147		1	7	8		8
1		90	1	91			1	1		1
1		247	2	249			15	15		15
1		92		92			14	15		15
		83		83			8	8		8
3		473		473			56	56		56
2		60		60			4	4		4
2		206	2	208			11	11		11
1		431		431		1	18	19		19
		105	2	107			4	4		4
14		2,638	18	2,656		4	170	174	1	175
1		233	6	239			23	23		23
		116	1	117			4	4		4
1		349	7	356			27	27		27
1		302	3	305			17	17		17
4		426	8	434			12	12		12
		75		75		1	3	4		4
		126		126			13	13		13
1		201	4	205			3	3		3
		43	6	49			1	1		1
2	1	148	15	163						
2		184	1	185			11	11		11
9	1	1,203	34	1,237		1	43	44		44
78	5	12,847	657	13,505	26	175	1,771	1,875	119	1,994

‡ Three not employees. § Nine not employees. ¶ Ten not employees. * Eleven not employees

TABLE X—NATURE AND EXTENT OF INJURIES SUSTAINED

CAUSE. [n. e. s.=not elsewhere specified.]	TEMPORARY DISABLEMENT.					
	Lacera- tions.	Burns.	Cuts.	Bruises.	Sprains.	Frac- tures.
MECHANICAL POWER.						
Transmission of power:						
Motors (engines, dynamos, flywheels)	24		14	17	4	1
Air fans, steam pumps, etc.	7	1	8	7		4
Gearing	142		44	28	1	1
Set screws	11		6	4	2	
Shafting	13	1	5	10	2	9
Belts and pulleys	68		56	37	31	34
Conveying and hoisting machinery:						
Elevators and lifts	42		11	60	17	18
Cranes (steam, electric, portable, etc.)	43	2	13	68	3	12
Hoisting and conveying apparatus, n. e. s.	111	16	48	*203	30	44
Locomotives and trains	17		5	49	10	11
Wood working machines:						
Saws	113		187	37	3	11
Planers	15		19	9		3
Jointers	15		20			2
Shapers	7		20	1		
Lathes	5		7	1		
Heading machines	2		5	2		
Other wood working machines	21		24	4		3
Paper and printing machinery:						
Barkers	8		12	1	1	1
Calendars and other paper making machines ..	44	5	13	38	3	6
Paper cutting, stitching and staying machines.	72		27	43		4
Printing presses	33		5	16		6
Textile machinery:						
Picking machines	10		2	5		
Carding machines	22		15	4		
Spinning machines	15	1	11	14		
Looms	26	1	25	43	2	2
Formers, knitting machines and other textile machinery	52	2	24	46	4	6
Sewing machines, etc.	11		26	2		1
Laundry machines	5	7	2	4		
Leather working machinery	29		23	8		2
Metal working machinery:						
Stamping machines	211	1	66	75	1	7
Drilling and milling machines	86	5	70	55	5	11
Screw machines	9		20	4	2	
Lathes	27	1	33	18	1	3
Drop and steam hammers	37	2	8	27	2	6
Shears	27		22	15		5
Rollers	17	23	13	34	2	4
Others	84	7	74	65	4	10
Polishing machines:						
Contact with grindstones, emery wheels, etc. .	49	2	28	7	2	3
Struck by fragments of polishing wheels	6	1	19	3		1
Other	11		31	7	1	1
Machines used in bakeries, confectionery establish- ments, etc.	7		4	2		1
Machines, n. e. s.	46	1	47	35	2	11
Total	1,600	79	1,112	*1,108	135	244
HEAT AND ELECTRICITY.						
Explosives (powder, dynamite, etc.)	3	6	6	3	1	2
Explosion of gases	4	65		1		
Explosion of boilers and steam pipes	1	28	5	1		
Other injuries from steam and hot liquids		127				
Caustics		82		1		
Explosion of molten metals		98				
Other accidents from molten metal		241		1		
Vats, pans, etc. (containing hot liquids or caustics).		40			1	
Electricity		111		3	1	
Fire and heat, n. e. s.		222	1	1		1
Total	8	1,020	12	11	3	3

a One, nature of injury not reported. c Three, nature of injury not reported. * One,

FROM ACCIDENTS IN FACTORIES AND QUARRIES.

			PERMANENT DISABLEMENT.							
Plural injuries.	Other.	Total.	LOSS OF ONE OR BOTH.			Other	Internal injury.	Total.	Death.	Grand total.
			Eyes.	Limbs.	Hands or feet.					
11	2	73	1			13		14	1	88
		27				7		7	1	35
10		226			1	107		108	3	337
7	1	31				2		2	1	34
8	4	52	1	2		6		9	11	72
34	8	268	1	4	1	26	4	36	16	320
31	9	188				25	4	29	24	242
22	3	166		1	1	24	3	29	12	207
68	10	530		4	4	95	3	106	17	653
16	5	113		5	3	18	1	27	17	157
12	4	367	3	1	6	206	6	222	9	598
3	2	51		3	1	66		70		121
2	3	42			1	66	1	68		110
2	1	31				17		17		48
		13								13
1		10		1				1		11
4	2	58			2	31		33		91
	1	24				14		14		38
14	3	126		2	2	26		30	1	157
5	6	157		2		53		55		212
2	4	66		3		19		22	2	90
	1	18			3	6		9		27
2		43			1	9		10		53
7	1	49				7		7		56
6	1	106			2	7		9		115
7	4	145		3	1	27		31	1	177
1	7	48				6		6		54
6		24		2	2	6		10	1	35
	4	66				29		29		95
21	12	394	3		1	279	1	284		678
21	11	264	2		1	69		72		336
2	2	39				3		3		42
5	6	94				10	1	11		105
7	6	95	1			21	1	23	1	119
3	2	74				36		36		110
17	3	113		1		24	1	26		139
16	14	274		1		58		59	1	335
7	15	113				48		48		161
5	50	85				1		1	1	87
4	4	59	1			6		7		66
	2	16			2	15		17	1	35
9	9	160	2		4	40	2	48	5	213
398	122	14,898	15	35	39	1,528	28	1,645	126	6,672
5	2	28	4	1		4		9	7	44
8	1	79	2			1		3	3	85
8	3	46				1		1	8	55
1		128				3		3	7	138
1	3	87				3		3		90
1		99	1			1		2		101
3	1	246	1					1	2	249
1	2	44		1		2		3	6	53
13	16	144				1		1	5	150
8	8	241	1			4	1	6	12	259
49	36	1,142	9	2		20	1	32	50	1,224

not an employee.

¶ Two not employees.

‡ Three not employees.

† Six not employees.

Table X—Nature and Extent of Injuries Sustained

CAUSE. [n. e. s.= not elsewhere specified.]	TEMPORARY DISABLEMENT.					
	Lacera- tions.	Burns.	Cuts.	Bruises.	Sprains.	Frac- tures.
FALL OF PERSON.						
Fall from ladder, scaffold, platform, etc.....	4		7	36	25	31
Fall from machinery, trucks, engines, etc.....	7		8	23	24	21
Fall caused by collapse of support.....	9	2	8	36	30	20
Fall through opening in floor.....	3		5	25	15	11
Fall in holstway, shaft, etc.....			3	9		6
Fall on stairs, steps, etc.....	3	1	2	*14	17	11
Fall on level by slipping.....	6		31	14	27	11
Fall on level by tripping.....	12	2	12	28	20	9
All others.....	17	1	38	41	47	13
Total.....	61	6	114	*226	205	133
INJURED BY WEIGHTS.						
Falling rock and earth (quarrying, excavating, etc.)	4		1	13		6
Falling pile of material (lumber, coal, cement, etc.)	18		9	86	5	12
Falling walls, doors and other objects.....	87	3	66	221	6	24
Tools or weights dropped by person injured.....	32	2	14	71	3	4
Falling objects dropped by other persons.....	15	1	17	36	2	4
Heavy materials or parts on which injured persons were at work.....	65	1	28	100	11	7
Machinery being moved.....	15		10	27	12	5
Fall of material from trucks in transit.....	11		7	39	5	2
Handling of castings, flasks, etc.....	101	3	41	177	25	28
Handling of stone, ore, etc.....	17		11	14	7	
Handling of lumber, paper and other materials....	36	1	23	89	18	11
Loading or unloading.....	106	2	44	171	18	27
Cause insufficiently described for classification....	18	1	10	49	5	5
Total.....	525	14	281	1,093	117	135
FLYING OBJECTS.						
Struck in eye by piece of metal, glass, etc.....	3	10	46	16		
Other.....	16	1	45	24	1	4
Total.....	19	11	91	40	1	4
VEHICLES AND ACCIDENTS CAUSED BY ANIMALS...						
	69	1	25	110	22	22
MISCELLANEOUS.						
Hand tools (hammers, knives, wrenches, files, etc.)	80	2	179	81	15	23
Tools in hands of fellow workmen.....	21		17	27		2
Injured while fitting and assembling, n. e. s.....	46		33	15	4	3
Hand caught on nail, wire, sharp projection, etc....	62	1	79	9		1
Hand cut on glass.....	5		41	2		
Injured by stepping on nail, sliver, etc.....	19		13	4	2	
All other causes.....	27		27	23	22	7
Total.....	260	3	389	161	43	35
GRAND TOTAL.....	2,542	1,134	2,024	12,749	526	576

a One, nature of injury not reported. b Two, nature of injury not reported. d Seven, nature of
† Six not employees. x Eight not employees. * Eleven not employees.

From Accidents in Factories and Quarries—Concluded

			PERMANENT DISABLEMENT.							
Plural injuries.	Other.	Total.	LOSS OF ONE OR BOTH.			Other	Internal injury.	Total.	Death.	Grand total.
			Eyes.	Limbs.	Hand or feet.					
45	7	155	.....	.....	.....	5	6	11	8	174
16	4	103	.....	.....	.....	2	2	4	1	108
38	7	150	.....	.....	.....	10	6	16	5	171
18	3	80	.....	.....	.....	2	1	3	1	84
12	6	36	.....	.....	.....	5	1	6	10	52
7	6	61	.....	.....	.....	3	.....	3	.....	a 65
.....	3	92	.....	.....	.....	3	.....	3	.....	95
8	5	96	.....	.....	.....	4	.....	4	.....	100
27	15	199	.....	.....	.....	8	1	4	3	206
171	56	972	.....	.....	.....	37	17	54	28	a 1,055
8	1	33	.....	.....	1	2	.....	3	8	a 45
21	4	155	.....	1	.....	7	8	11	14	180
38	16	461	.....	.....	.....	13	7	20	8	a 490
8	5	139	.....	.....	.....	8	.....	8	.....	147
9	6	90	.....	.....	.....	1	.....	1	.....	91
14	5	231	.....	.....	.....	15	.....	15	3	249
4	4	77	.....	.....	.....	9	6	15	.....	92
7	3	74	.....	1	.....	7	.....	8	1	83
23	19	417	.....	1	1	46	8	56	.....	473
4	3	56	.....	.....	.....	3	1	4	.....	60
12	6	196	.....	.....	.....	7	4	11	1	208
21	17	406	.....	.....	1	17	1	19	6	431
9	5	102	.....	.....	.....	4	.....	4	1	107
178	94	2,437	.....	3	3	139	30	175	42	b 2,656
5	135	215	22	.....	.....	1	.....	23	.....	a 239
7	15	113	.....	.....	.....	4	.....	4	.....	117
12	150	328	22	.....	.....	5	.....	27	.....	a 356
29	6	284	1	2	.....	12	2	17	4	305
16	27	422	.....	.....	.....	11	1	12	.....	434
1	3	71	.....	.....	.....	2	2	4	.....	75
6	6	113	.....	.....	.....	13	.....	13	.....	126
3	47	202	.....	.....	.....	3	.....	3	.....	205
.....	.....	48	.....	.....	.....	1	.....	1	.....	49
.....	125	163	.....	.....	.....	.....	.....	.....	.....	163
11	48	165	1	.....	2	6	2	11	9	185
37	256	1,184	1	.....	2	36	5	44	9	1,237
874	†820	x11,245	48	42	44	†1,777	83	†1,994	259	d*13,505

injury not reported. ° One not an employee. ¶ Two not employees. ‡ Three not employees

II.220 NEW YORK STATE DEPARTMENT OF LABOR.

TABLE XI—PARTICULARS OF EACH FATAL ACCIDENT

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
I. MINERAL PRODUCTS.			
1. Stone.			
Blaster—slate quarry.....	ca 30	Male.....	Married.....
Driller—trap rock quarry.....		Male.....	Single.....
Stone measurer—stone quarry.....	54	Male.....	Married.....
Superintendent—marble works.....	33	Male.....	Married.....
Laborer—marble works.....	50	Male.....	Widower.....
Laborer—stone crushing plant.....	ca 30	Male.....	Family in Italy.....
Engineer—stone crushing plant.....	52	Male.....	Married.....
2. Iron and other mines.			
Laborer—iron mine.....	19	Male.....	Single.....
Laborer—iron mine.....	29	Male.....	.....
Miner—iron mine.....	30	Male.....	Single.....
Bell ringer—iron mine.....	55	Male.....	Married.....
Mucker—iron mine.....	26	Male.....	Single.....
Mucker—iron mine.....	28	Male.....	Single.....
Bell ringer—iron mine.....	59	Male.....	Married.....
Mucker—iron mine.....	29	Male.....	Married.....
Mucker—iron mine.....	26	Male.....	Married.....
Mucker—iron mine.....	42	Male.....	Married.....
Mucker—iron mine.....	48	Male.....	Married.....
Laborer—iron mine.....	60	Male.....	Married.....
Laborer—salt mine.....	28	Male.....	Married.....
3. Cement and lime.			
Laborer—cement plant.....	21	Male.....	Single.....
Mason—cement plant.....	67	Male.....	Married.....
Kiln drawer—cement plant.....	ca 45	Male.....	Married.....
Repairman—cement plant.....	ca 38	Male.....	Married.....
Laborer—cement plant.....	ca 35	Male.....	.....
Laborer—cement plant.....	30	Male.....	Married.....
Carpenter—cement plant.....	ca 50	Male.....	Married.....
Laborer—cement plant.....	50	Male.....	Married.....
Laborer—cement plant.....	38	Male.....	Single.....
Driller—lime stone quarry.....	45	Male.....	Married.....
Mortar tender—cement plant.....	ca 19	Male.....	Single.....
Laborer—cement plant.....	60	Male.....	Single.....
4. Gypsum and plaster.			
Mill hand—gypsum plant.....	ca 27	Male.....	Married.....
Miner—gypsum mine.....	ca 50	Male.....	Single.....
Miner—gypsum mine.....	18	Male.....	Married.....
Miner—gypsum mine.....	56	Male.....	Widower.....
Laborer—plaster works.....	ca 43	Male.....	Married.....
Steam driller—gypsum mine.....	45	Male.....	Married.....
Laborer—plaster works.....	45	Male.....	Married.....
Laborer—plaster works.....	35	Male.....	Married.....
Laborer—plaster works.....	36	Male.....	Married.....
5. Other mineral products.			
Weigher—asphalt plant.....	20	Male.....	Single.....
Cooper—asphalt plant.....	42	Male.....	Married.....
Laborer—concrete plant.....	53	Male.....	.....
Crane operator—sand plant.....	27	Male.....	Married.....

REPORTED OCTOBER 1, 1905-SEPTEMBER 30, 1906.

Particulars.

Supposed to have been loading a blast when it exploded.
Stepped in front of blast of "squib" and was hurled from platform on ledge 50 feet above to bottom of quarry.
"While trying to handle stone heavier than he estimated, he slipped, and stone fell on and fractured right leg." Man died three weeks later; but "not from the result of his injuries."
In dodging a piece of falling marble he collided with a saw car, breaking ribs and puncturing liver.
While unloading stone from car, was struck and bruised in side and leg by falling slab of marble; died seven months later.
Covered by slide of material while trimming stone screenings away from chute.
Clothing caught on set screw and body whirled around shafting.

Piece of rock weighing 4 or 5 tons fell from wall 20 feet above and crushed him.
Struck by rock which fell from roof; neck broken.
Head crushed by piece of ore which fell from roof of mine.
While engaged in his usual occupation, neck was broken.
Skull fractured by piece of rock which fell from roof.
When loading derrick scale, a piece of ore which others were dumping from dump car rolled over and struck him.
The brake on skip, in which he was riding, failed to work, allowing skip to race down incline; "he either jumped or sitting on edge was thrown out and killed."
When coming up from mine, "skip left track and either threw him out or he jumped out" and was killed by falling down shaft.
When coming up from mine, "skip left track and either throw him out or he jumped out" and was killed by falling down shaft.
When coming up from mine, "skip left track and either threw him out or he jumped out" and was killed by falling down shaft.
Struck by rock which rolled from bluff and killed him.
Was closing doors of "jimmy," when some cars bumped into car under which he was working.
"Fellow workman poking an iron rod into hole loaded with dynamite" caused explosion.

Caught foot in the conveyor, cutting it off near knee, making amputation necessary; died on operating table.
Fell through opening in roof to floor below; neck broken.
While filling kiln with small stone was caught in falling stone, "burned and suffocated."
While acting as brakeman, lost his footing and fell under train; five cars passed over him.
Injured on the head, body, arms and legs through dumping of car filled with rock; subsequently died.
While dumping clay in mixer he fell in and was ground to pieces by knives.
Jumped from wall to staging 6 feet below, tripped and fell 15 feet to ground; death occurred in one week.
Suffocated by slide of cement in bin.
Caught on shafting and whirled around, injuries causing death 25 days later.
Crushed beneath drill weighing 450 pounds.
Burned by explosion of coal dust supposed to have been ignited by motor; death occurred within few hours.
Caught in conveyor; leg cut off; died from shock.

Caught in clutch on shafting and whirled about shaft; injuries causing death same day.
Blast caused roof to fall, crushing him beneath it.
Blast caused roof to fall, crushing him beneath it.
Crushed beneath falling wall in mine.
Tub used in connection with hoisting rigging was improperly latched and dumped its load of stone; deceased struck and instantly killed by stone.
Crushed beneath sliding bank of earth; back broken; lived about one hour.
"As there was some steam coming up beside dock, it may have misled him;" he stepped off and was drowned.
Caught and whirled around shafting; torn to pieces.
Jumped on freight elevator and was caught between platform and frame-work of elevator; back broken; died 2½ months later.

While replacing belt on pulley was caught on shaft and instantly killed.
Fell from second floor to basement; received "slight scalp wound—since died from kidney trouble."
Rode on concrete hoist bucket and in attempting to get off was caught between bucket and timbers, "rupturing liver;" died one month later.
While endeavoring to avoid steam escaping from broken steam pipe, ran in front of descending incline car and was killed instantly.

Table XI—Particulars of Each Fatal Accident Re

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
I. MINERAL PRODUCTS—Concluded.			
5. Other mineral products—concluded.			
Oiler of line shaft—brick yard.....	25	Male.....	Single.....
Brakeman—brick yard.....	17	Male.....	Single.....
Finisher—porcelain insulator plant.....	18	Male.....	Single.....
Laborer—carborundum plant.....	40	Male.....	Married.....
Laborer—carborundum plant.....	25	Male.....	Single.....
II METALS, MACHINERY AND CONVEYANCES.			
1 Metals other than iron and steel.			
Laborer—aluminum plant.....	40	Male.....	Married.....
Elevator operator—gas and electric fixtures	21	Male.....	Single.....
Smelter—enameled ware plant.....	33	Male.....	Married.....
Porter—plumbers' supplies.....	54	Male.....	Married.....
Elevator operator—sheet iron plant.....	18	Male.....	Single.....
Oiler and cleaner—silverware factory.....	32	Male.....	Single.....
2 Blast furnaces, rolling mills and steel works.			
Laborer.....	40	Male.....	"Single in this country"
Laborer.....	20	Male.....	Single.....
Laborer.....	27	Male.....	Married.....
Skipman.....	28	Male.....	Single.....
Laborer.....	29	Male.....	Single.....
Laborer.....	29	Male.....	Married.....
Crane operator.....	19	Male.....	Single.....
Laborer.....	25	Male.....	Single.....
Crane operator.....	31	Male.....	Married.....
Repairman.....	23	Male.....	Single.....
Laborer.....	27	Male.....	Married.....
Rigger.....	25	Male.....	Single.....
Machinist.....	22	Male.....	Single.....
Gas man.....	26	Male.....	Single.....
Laborer.....	32	Male.....	Married.....
Oiler.....	18	Male.....	Single.....
Foreman.....	29	Male.....	Married.....
Vesselman.....	35	Male.....	Married.....
Laborer.....	.....	Male.....	Married.....
Blast furnace employee.....	45	Male.....	Married.....
Laborer.....	35	Male.....	Single.....
Laborer.....	45	Male.....	Married.....
Conductor.....	22	Male.....	Single.....
Switchman.....	21	Male.....	Married.....
Engineer.....	40	Male.....	Single.....
Iron worker.....	34	Male.....	Single.....
Foreman.....	34	Male.....	Married.....
Asst. supt. of docks.....	40	Male.....	Married.....
Laborer.....	30	Male.....	Single.....
Laborer.....	23	Male.....	Single.....
Ladleman.....	35	Male.....	Married.....
Engineer (stat.).....	45	Male.....	Married.....
Oiler.....	39	Male.....	Single.....
Rigger.....	24	Male.....	Single.....
Laborer.....	.....	Male.....	Single.....
Employee.....	18	Male.....	Single.....

ported October 1, 1905—September 30, 1906—Continued.

Particulars.

"Supposed to have been caught on line shafting; no eye-witnesses, but body was discovered there in mangled condition."

"Ran over by train of cars; dying one hour afterwards."

"Attempted to remove plunger from center machine with pipe wrench, which caught in shaft of machine and swung around, striking him with great force in the breast;" death followed.

Asphyxiated by slide of chemical in bin where he was shoveling.

While putting belt on pulley, clothing caught and he was whirled around shaft; arms and legs torn from body.

Dump car on which he was riding got beyond his control on incline and struck bumper on end of track with such force as to hurl car and deceased over embankment.

Fell down elevator well and was fatally injured.

"Burned about body;" died 2½ months later.

Fell down elevator shaft, fracturing skull and causing death.

While operating elevator, victim met with accident causing death within a few hours.

Struck by descending elevator weights; injured internally and died 9 days later.

In stepping across a narrow run of hot slag he slipped and fell in; death occurred 4 days later.

Was caught between coke pan and crane girder; fracture of right humerus and internal injuries caused death within three hours.

While unloading car, using crane, deceased was caught and crushed between car and bars attached to crane.

"Caught and squeezed between coke larry and coke bin; died in ambulance on way to hospital."

"Picking down coal in coal bin, coal caved in; he was buried and smothered to death."

"Throwing wood in furnace when door man took hold of wrong lever and lowered door on him; died on arrival at hospital."

Climbing ladder on crane carriage, when operator moved carriage, catching and crushing him between ladder and plate across end of crane.

Was working in ore bin; ore caved in, carrying him through chute; smothered in ore.

"Oil can driven in orbital cavity above eye, penetrating orbital plate;" died 13 days later.

While trying to start coal, coal slipped and buried him; smothered.

Loading rails on vessel, struck by rails and instantly killed.

Fell from derrick while oiling same, injuries causing death 2 days later.

While working on larry runway, was struck by larry car and crushed.

Overcome by gas while cleaning gas main; dead on arrival at hospital.

While climbing on platform at furnace, caught by pusher and crushed against platform.

"Was oiling clay mixing machine, when operator started machine and patient was caught in machinery."

Supposed to have become entangled in belt and carried into fly wheel; death occurred following day.

While detaching hook from pouring vessel after emptying out cinder, slipped and fell from platform into hot ashes, receiving burns which caused death same day.

Found dead; cause, gas poisoning.

While crossing track, struck and instantly killed by switch engine.

Crawled under train, which moved; both legs crushed, causing death in 12 hours.

Caught between heavily loaded iron ore bucket and side of vessel; killed instantly.

Skull crushed by crane.

While coupling cars, steel billet fell from car, crushing his chest.

While replacing cable on elevator, support broke, allowing elevator to drop to bottom of shaft; injuries caused death one week later.

When working on top of blast furnace, slipped and fell to ground.

Struck and killed by engine.

Cover of hatch not properly placed gave way, throwing deceased in hold of vessel; skull fractured.

Struck and killed by engine.

Overcome by heat; death followed.

Struck by large lump of cinder which fell from car; death occurred 12 hours later.

Fell into condensing well of boiling water, causing almost instant death.

While replacing belt on pulley, was caught and carried around shafting; injuries caused death same day.

While working on top of slab mill, accidentally stepped into open gear; leg so badly crushed as to cause death later.

Found dead in water closet—caused by gas poisoning.

Railing around platform of steel mill, against which he was leaning, gave way and he fell to ground and was killed.

Table XI—Particulars of Each Fatal Accident Re

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
II. METALS, MACHINERY AND CONVEYANCES—Continued.			
2. Blast furnaces, rolling mills, etc.—Con.			
Rigger.....	36	Male.....	Married.....
Motorman.....	37	Male.....	Single.....
Laborer.....	26	Male.....	Married.....
Rigger.....	39	Male.....	Married.....
Laborer.....	28	Male.....	Single.....
Laborer.....	26	Male.....	.....
Laborer.....	23	Male.....	Single.....
Laborer.....	.....	Male.....	Single.....
Switchman.....	29	Male.....	Married.....
Switchman.....	33	Male.....	Married.....
Laborer.....	34	Male.....	Married.....
3. Foundries and machine shops.			
Foreman (laborers)—iron and steel foundry	30	Male.....	Married.....
Laborer—iron foundry.....	21	Male.....	Single.....
Laborer—steel foundry.....	24	Male.....	Single.....
Molder—steel foundry.....	41	Male.....	Married.....
Laborer—steel foundry.....	20	Male.....	Single.....
Carpenter—steel foundry.....	42	Male.....	Married.....
Crane operator—foundry.....	23	Male.....	Single.....
Handy man—machine shop.....	55	Male.....	Married.....
Cupola tender—foundry.....	39	Male.....	Married.....
Laborer—foundry.....	38	Male.....	.....
(b)—foundry.....	9	Male.....	.....
Engine runner—machine shop.....	45	Male.....	Married.....
Employee—machine shop.....	68	Male.....	Married.....
Machinist—foundry and machine shop....	69	Male.....	Married.....
Laborer—foundry.....	33	Male.....	Married.....
Night watchman—foundry.....	45	Male.....	Married.....
Laborer—foundry.....	49	Male.....	Married.....
Molder—boiler shop.....	50	Male.....	Married.....
Chipper—engine plant.....	42	Male.....	Married.....
Laborer—boiler shop.....	65	Male.....	Married.....
4. Electrical apparatus.			
Helper in testing tank.....	26	Male.....	Single.....
Firemen.....	50	Male.....	Married.....
Laborer.....	40	Male.....	Married.....
Machinist.....	55	Male.....	Married.....
Engineer.....	27	Male.....	Single.....
Painter.....	21	Male.....	Single.....
Coal handler.....	43	Male.....	Single.....
Assistant regulator.....	38	Male.....	Single.....
Slate cutter.....	43	Male.....	Married.....
Employee.....	22	Male.....	Single.....

b. Not an employee.

ported October 1, 1905—September 30, 1906—Continued.

Particulars.

Struck by collar which fell from brake shaft of traveling crane and instantly killed.
While operating ore distributing car on top of ore bins, car ran off end of bin, killing him instantly.
"Working in gang unloading hot furnace dust (on top of car) when car was dumped, he went through hopper; killed instantly."
Fell from building to ground (45 feet), receiving fatal injuries; death ensued the following day.
Was wheeling coal from front to rear of coke ovens, when he was struck and crushed between charging car and oven platform.
Fell on live wire and was electrocuted.
While hooking rails off hot beds on conveyor rolls, he slipped in gear, from which cover had been removed; leg crushed so as to cause death.
While unloading wood from car, fell to ground, fracturing skull.
While supporting ladle containing molten metal, small burn caused victim to loose hold of ladle, allowing metal to pour over him, causing almost instant death.
Caught between two cars and instantly killed.
Furnace slipped and piece of stock struck victim on head, causing compound fracture of skull; death resulted 12 days later.

When working in new furnace, roof and sides gave way, burying him beneath; injuries caused death 3 weeks later.
Struck by falling brick wall and seriously injured; death ensued 2 months later.
Chain attached to iron girder which was being moved by crane, broke, causing girder to fall, striking and fatally injuring deceased.
Skull fractured by falling pile of poured molds; death occurred at hospital on same day.
Heavy steel plate being moved by crane slipped from chain and fell to ground, striking deceased and killing him instantly.
Struck and fatally injured by board thrown from circular saw.
Was on girder oiling his crane, stepped on next girder and was caught between another crane and column.
Fell down elevator shaft, receiving injuries which resulted in death.
Deceased was working on scaffold under cupola, when improperly fastened bottom doors opened and crushed him between door and scaffold.
Struck by car attached to engine and seriously injured; death resulted 16 days later.
Riding up and down with other boys on elevator leading to street, "when deceased was probably pushed against side of shaft; skull crushed; instant death."
Attempted to push belt off with foot and was caught between belt and pulley and whirled around fly wheel; died shortly after reaching hospital.
In cutting off steel on steam hammer, steel entered leg; death resulted in 2 weeks.
Killed by explosion of hollow piston head.
Skull fractured by bursting emery wheel; death resulted in 8 hours.
Steam pipe burst; deceased so seriously burned as to cause death 2 days later.
Working on tumbling barrel; tried to connect exhaust valve without stopping machinery and so injured as to cause death.
Fell from platform connecting two buildings to ground (about 10 feet), and was fatally injured.
Crushed by casting weighing 600 pounds; death resulted in 12 hours.
Crushed by load of steel plate carried by electric crane; death ensued 2 days later.

Caught hold of charged cable instead of glass rod attached thereto; burned hand; death resulted from lockjaw two weeks later.
Water hammer caused bonnet to blow off check valve; escaping steam threw him from boiler, killing him instantly.
While mixing japan, pot of hot liquid exploded; burned so as to cause death in about 3 weeks.
Crushed by several wheels (weighing 530 pounds each) falling on him; death occurred in 5½ hours.
Body found behind boiler where he had been repairing leak; electric lamp still in hand; arm and hand burned to crisp.
While painting inside of exhaust fan, flue leading to fan caught fire and victim was burned to death.
Supposed to have fallen in chain belt; head crushed.
While taking fuse from live potential transformer, received shock and in falling cut head; death resulted 20 days later.
While attempting to board moving dumb waiter, was caught between floor and roof of waiter; injuries resulted in death.
He tried to push case on truck, lost his hold and fell into elevator shaft; back broken, causing death in 10 days.

Table XI—Particulars of Each Fatal Accident Re

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
II. METALS, MACHINERY AND CONVEYANCES—Concluded.			
5 a-f. Locomotives and vehicles.			
Sheet metal worker—locomotive works.....	18	Male.....	Single.....
Craneman—locomotive works.....	20	Male.....	Single.....
Helper on electric shears—locomotive works.....	57	Male.....	Married.....
Helper—locomotive works.....	38	Male.....	.....
Rivet passer—locomotive works.....	17	Male.....	Single.....
Coal wheeler—locomotive works.....	55	Male.....	Married.....
Carpenters' helper—locomotive works.....	55	Male.....	Married.....
Blacksmith—carriage factory.....	38	Male.....	Married.....
Foreman—automobile (parts) plant.....	22	Male.....	Divorced.....
Carpenter—locomotive works.....	62	Male.....	Single.....
5 g. Railway repair shops.			
Hostler.....	32	Male.....	Married.....
Car inspector.....	55	Male.....	Married.....
Car repairer.....	37	Male.....	Married.....
Laborer.....	22	Male.....	Single.....
Employee.....	70	Male.....	.....
Carpenter.....	58	Male.....	Widower.....
Laborer.....	59	Male.....	Single.....
Employee.....	49	Male.....	Married.....
Laborer.....	26	Male.....	Married.....
Car repairer.....	42	Male.....	Married.....
Section hand.....	30	Male.....	Married.....
6. Ship and boat building.			
Engineer (chief)—ship repairing plant.....	32	Male.....	Single.....
Rigger—ship repairing plant.....	40	Male.....	Married.....
Ship joiner—ship repairing plant.....	40	Male.....	Married.....
Tinsmith's helper—shipbuilding plant.....	21	Male.....	Single.....
Dock hand—shipbuilding plant.....	21	Male.....	Single.....
Boat builder—shipbuilding plant.....	30	Male.....	Married.....
7. Scientific apparatus.			
Cleaner of shutter cases—optical goods plant.....	20	Female...	Single.....
III. WOOD MANUFACTURES.			
Laborer—veneering plant.....	ca 60	Male.....	Married.....
Foreman—wooden novelty plant.....	68	Male.....	Married.....
Wood worker—wood working plant.....	26	Male.....	Single.....
Sawyer—butter tub factory.....	69	Male.....	Married.....
Cooper—butter tub factory.....	49	Male.....	Married.....
Cooper—butter tub factory.....	56	Male.....	Married.....
Sawyer—agricultural implements.....	21	Male.....	Single.....
(b)—saw mill.....	20	Male.....	Single.....
Fireman—saw mill.....	27	Male.....	Married.....
Laborer—saw mill.....	34	Male.....	Married.....
Laborer—sash and blind mill.....	22	Male.....	Single.....
Elevator man—desk and table factory.....	25	Male.....	Single.....
Engineer (stationary)—wooden ware factory.....	64	Male.....	Married.....
Sawyer—planing mill.....	22	Male.....	Single.....
Laborer—wood working plant.....	27	Male.....	Single.....

(b) Not an employee.

ported October 1, 1905—September 30, 1906—Continued.

Particulars.

Fell from platform to ground (65 feet); death instant.

Was on top of trolley, cleaning crane, which was struck by another crane; deceased was crushed between girder of roof and carriage of crane.

"Mud ring" was being taken from shop; in passing electric shears ring fell from crane upon victim, killing him.

Supposed to have been drowned while unloading sand from canal boat.

While working in boiler, victim attempted to get out as it was being lowered; was caught by flange and crushed; injuries resulted in death.

Caught on inclined track and crushed between moving tender frame and wall; death ensued in about four hours.

When unloading lumber from car, skull was crushed by stick which fell from car.

Scalp wound caused by fall of wagon seat from shelf above; death occurred about 3 months later.

Iron tubing put on elevator in vertical position interfered with machinery; elevator fell; "skull crushed and he died in 2 hours."

Rafter upon which he was resting fell to the ground and he was fatally injured.

Caught between two engines and badly crushed; died following day.

Run over by car and fatally injured; death occurred shortly after receiving injury.

While working underneath car which had been raised by jacks, car fell upon him, killing him.

Was knocked off of coal car which he was unloading fell under wheels of moving car and was instantly killed.

Run over by engine; "foot crushed, had to be amputated, and several ribs broken, one piercing lung;" death followed "shortly after accident."

Freight car which he was repairing was supported on horses; it fell, pinning him beneath it; injuries caused death same day.

Pile of iron fell against and broke his leg; death resulted from effects of the injury.

Was on a ladder repairing chain hoist; machinery started, catching his arm, cutting it off at wrist; injuries resulted in death.

While coupling cars was crushed by return car on down grade.

When removing sills from car, head was caught between sill and car; skull fractured at base, death occurred following day.

While car of heavy timber was being lifted by steam crane a stick fell off, fracturing skull of victim; death occurred in few hours.

Was climbing down side of steamer; rope gave lurch and threw him to bottom of dock (27 feet); internal injuries—fatal.

Was loading a five-ton iron casting on car, car being overbalanced dumped the casting; injuries received caused death 1 week later.

Unloading pine lumber which was being hoisted by steamer's own rigging; boom swinging round struck and knocked him overboard; death caused by drowning.

Fell through hatch to bottom of hold and was killed.

Body found wedged in wheel of engine.

While moving lumber, head was crushed.

Benzine used in cleaning shutter cases ignited; clothing caught fire; died 3 days later from the burns.

While testing new derrick, guy line broke; deceased was crushed beneath falling derrick.

"Cut off third finger on left hand and lacerated second finger and thumb; death resulted in 11 days;" injury received on combination cut-off and rip saw.

Was sawing board in rip saw machine; "knot caused it to break and spring back; he died before midnight" same day.

Suffocated by smoke; factory burned.

Suffocated by smoke; factory burned.

Suffocated by smoke; factory burned.

Injured internally by board thrown from saw, with fatal result 2 days later.

Boiler explosion caused death.

Boiler explosion caused death.

When jumping to ground from pile of lumber, broke his leg; died at hospital 1 month later.

Crushed beneath truck of lumber; death occurred a few days subsequently.

Cable parted and elevator fell to basement; deceased seriously injured and died within 3 months.

Fell down flight of stairs into scalding water; died 9 hours later.

Sliver thrown from saw passed through body of victim, causing death in about 2 hours.

Nail in scantling which he was throwing from window caught in clothing and caused him to fall to ground; injuries terminated fatally in 4 days.

Table XI—Particulars of Each Fatal Accident Re

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
III. WOOD MANUFACTURES—Concluded.			
Packer—piano action factory.....	ca 50	Male.....	Single.....
Machine hand—piano factory.....	26	Male.....	Married.....
Foreman (varnish room)—piano factory...	40	Male.....	.....
Sawyer—piano case factory.....	ca 50	Male.....	Single.....
IV. LEATHER.			
Fireman and elevator operator—tannery...	ca 50	Male.....	Married.....
Fireman—tannery.....	ca 25	Male.....	Married.....
V. CHEMICALS, PAINTS, EXPLOSIVES.			
Laborer—aniline dye works.....	ca 35	Male.....	Married.....
Elevator operator—chemical works.....	36	Male.....	.....
Driver—chemical works.....	23	Male.....	Single.....
Coal handler—soda plant.....	.....	Male.....	Married.....
Machinist—soda plant.....	33	Male.....	Married.....
Laborer—linseed oil plant.....	ca 48	Male.....	Married.....
Stillman helper—petroleum refining.....	26	Male.....	Single.....
Laborer—sulphur works.....	29	Male.....	Married.....
Machine tender—wheat starch plant.....	62	Male.....	Married.....
Mixer—fireworks plant.....	39	Male.....	Married.....
VI. PAPER AND PULP.			
Laborer—paper mill.....	21	Male.....	Single.....
Repairman—paper mill.....	41	Male.....	Married.....
Teamster—paper mill.....	45	Male.....	Married.....
Fireman—paper and pulp mill.....	50	Male.....	Married.....
Third hand—paper mill.....	17	Male.....	Married.....
Laborer—sulphite mill.....	ca 24	Male.....	Single.....
Laborer—paper mill.....	ca 21	Male.....	Single.....
Laborer—paper mill.....	19	Male.....	.....
Third hand—paper mill.....	26	Male.....	Married.....
General worker—paper mill.....	64	Male.....	Married.....
Laborer—paper mill.....	25	Male.....	Single.....
Stick boy—paper mill.....	18	Male.....	Single.....
Machine tender—paper mill.....	17	Male.....	Single.....
VII. PRINTING AND BOOK MAKING.			
Helper—printing plant.....	18	Male.....	Single.....
Office boy—photo-engraving plant.....	13	Male.....	Single.....
Feeder—printing plant.....	ca 18	Male.....	Single.....
Porter—printing plant.....	30	Male.....	Married.....
Porter—printing plant.....	ca 45	Male.....	Married.....
Office boy—printing plant.....	17	Male.....	Single.....
Pressman—printing plant.....	20	Male.....	Single.....
Factory boy—paper box factory.....	16	Male.....	Single.....

ported October 1, 1905—September 30, 1906—Continued.

Particulars.

"Was ripping piece of lumber on rip saw; piece flew back, striking him in stomach;" died following day.

Stick of wood thrown violently from saw "entered body of deceased above groin;" death occurred a few hours later at hospital.

Was riding on loaded elevator which fell to bottom of shaft, causing instant death.

Block thrown from saw struck victim over heart, causing instant death.

Fell into elevator well; "found dead at bottom of well; neck broken."

Boiler explosion; victim scalded so as to cause death one week later.

While working at smelting kettle in blue factory, was burned on back and legs with fatal termination.

Caught and fatally injured between floor of car and doorway leading to shaft.

When dumping load of dirt fell over edge of bank, the cart falling on top of him; skull fractured and other injuries, causing death.

Was working in coal car standing on trestle which was struck by train, throwing him through opening in bottom of car to track and then to ground; leg broken and injured internally; died later.

"Entered tank car to rescue workman who had been overcome by fumes of benzol in car" and was asphyxiated.

Supposed to have been crushed by cars.

"Climbed up rungs of stack and upon reaching top lost his hold or slipped and fell to ground" (80 feet); injuries terminated fatally same day.

Plant burned; deceased inhaled flames, which caused death.

When repairing belt lost his balance, fell into large pulley and was whirled rapidly around shaft, causing almost instant death.

Fire followed by explosion; deceased badly burned; death ensued following day.

"While holding belt free from moving shaft which was being repaired by foreman, was caught on shaft, whirled around and instantly killed, arms being torn from body."

"Main ground wood belt broke, striking him on head and face, fracturing skull and breaking neck."

Deceased fell and roll of paper weighing 420 pounds fell from wagon on him, breaking his neck.

Slipped from block and fell under relief valve which was discharging hot water; "entire body from shoulders to knees badly scalded;" death occurred in evening of same day.

Fell down elevator shaft, receiving internal injuries, which resulted fatally within a few hours.

Scaffold upon which he was working gave way; fell to ground (75 feet); lived 2 hours after receiving injury.

While oiling rip saw, blouse was caught in saw and arm nearly severed near shoulder; death occurred same day.

In some unknown manner he became entangled in belt or shafting and was so seriously injured as to cause death same day.

While cleaning felts on machine, victim fell and was carried between rolls; body crushed so as to cause death in $\frac{1}{2}$ hour.

While oiling machinery arm was caught in pulley and torn from body; death ensued 2 days later.

While unloading pulp he fell through opening in platform, breaking collar bone and fracturing skull; died $2\frac{1}{2}$ months later.

Caught on shafting and whirled around; lived only few minutes after being taken down.

Caught on shafting and whirled around causing almost instant death.

"Opened trap door and went under multi-press; head caught between form and roller; neck caught; died a few minutes after being taken out."

Caught between wall of elevator well and platform of elevator and fatally crushed; elevator being accidentally started in absence of operator.

Caught under printing press; compound fracture of skull, causing death during evening of same day.

Fell from freight elevator and so seriously injured as to cause death.

Was handling large roll of paper, which fell upon him, causing instant death.

Fell down elevator shaft, receiving injuries which resulted in death.

While lacing belt, was caught on rapidly revolving shafting and whirled around many times; death ensued within 15 minutes.

Fell down elevator shaft and injured so as to cause death within a few hours.

Table XI—Particulars of Each Fatal Accident Re

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
VIII. TEXTILES.			
Machinist's helper—cotton mill.....	ca 45	Male.....	Married.....
Frame tender—cotton mill.....	36	Male.....	Single.....
Bleacher—bleaching mill.....	45	Male.....	Married.....
Dyer—silk glove plant.....	37	Male.....	Married.....
Dyer—silk glove plant.....	32	Male.....	Married.....
Laborer, dye house—plush factory.....	67	Male.....	Married.....
Yarn steamer—yarn mill.....	16	Male.....	.....
Laborer—felt mill.....	ca 60	Male.....	Married.....
Weighter on breaker card—cordage plant...	20	Male.....	Single.....
Boiler maker—cotton mill.....	29	Male.....	Married.....
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.			
Errand boy—overall factory.....	16	Male.....	Single.....
Expressman (b)—cloak factory.....	21	Male.....	Single.....
Errand boy—dress factory.....	17	Male.....	Single.....
Wringer operator—laundry.....	40	Male.....	Married.....
Proprietor—laundry.....	34	Male.....	Married.....
Engineer—laundry.....	42	Male.....	Married.....
X. FOOD, TOBACCO AND LIQUORS.			
1. Flour and grist mills.			
Engineer—flour and feed mill.....	ca 49	Male.....	Married.....
Proprietor—feed mill.....	58	Male.....	Married.....
Laborer—cereal mill.....	26	Male.....	Single.....
2. Sugar refining, spice grinding, etc.			
Elevator operator—sugar refinery.....	28	Male.....	Single.....
Employee—sugar refinery.....	.....	Male.....	.....
Laborer—sugar refinery.....	65	Male.....	Married.....
Asst. foreman—spice mill.....	ca 55	Male.....	Widower.....
Auto. grainer operator—salt works.....	39	Male.....	Married.....
3a. Provisions.			
Painter—beef and pork packing plant.....	21	Male.....	Single.....
Stableman—abattoir and packing plant.....	51	Male.....	Married.....
Machine operator—provisions.....	18	Male.....	Single.....
Barn laborer—pork and beef packing plant.	54	Male.....	Married.....
Tank man—pork packing plant.....	35	Male.....	Married.....
3b. Butter and cheese.			
Cheese maker—cheese factory.....	37	Male.....	Married.....
4. Bakeries and confectioneries.			
Machinist's helper—confectionery plant....	20	Male.....	Single.....
Baker—bakery.....	50	Male.....	Married.....
Helper—candy factory.....	32	Male.....	Married.....
5. Breweries.			
Maltster—malt house.....	45	Male.....	Married.....
Helper—brewery.....	47	Male.....	Married.....
Ice dumper—brewery.....	56	Male.....	Married.....
Carpenter—brewery.....	40	Male.....	Married.....
Carpenter—brewery.....	35	Male.....	Married.....

(b) Not an employee.

ported October 1, 1905—September 30, 1906—Continued.

Particulars.

Assisting engineer in oiling back bearing of fly wheel shaft; supposed to have slipped and fallen between belt and wheel.
 "Was cleaning spindles on frame; bobbin gear caught sleeve and drew his arm in;" death occurred 4 days later.
 "Explosion in gas house; badly burned on hands, arms, neck and face;" death resulted in about two weeks.
 "Hit by flying piece of centrifugal machine located in dry house; skull fractured;" died in hospital 3 days after accident.
 Centrifugal machine exploded; killed instantly by flying parts.
 Hand became entangled in cloth which he was putting between rolls of washer; machine started, drawing arm between heavy squeeze roller; death resulted.
 Jumped on moving elevator; caught in some unknown manner and instantly killed.
 Seriously burned about entire body by fire in picking room; injuries resulted fatally 2 days after accident.
 Put his foot in loose belt, which tightened and whirled him around shafting; skull fractured, arm, shoulder and legs broken and other injuries, which caused death a few hours later.
 Working inside of boiler, using electric lamp; supposed to have been electrocuted.

Jumped on elevator while in motion and was crushed between elevator and floor.
 Fell into elevator well and was fatally injured.
 Both legs caught between descending car and wall of elevator well and so seriously crushed as to cause death.
 Arm caught in extractor; "had arm taken off and died 1 week after."
 "While oiling engine, reached through belt and was caught and run into pulley; left chest crushed with puncture of lung."
 While greasing belt, clothing caught between belt and pulley, drawing in his arm; instant death."

Mill completely destroyed by fire; deceased found in ruins.
 Caught his foot in loose belt and was whirled around shafting; both legs fractured and head bruised; died in 15 minutes.
 Entered feed bin to repair hopper; suffocated by sliding grain.

Found at bottom of elevator with head and chest crushed.
 Overcome by heat and died.
 Overcome by heat; said to have fallen into chute and to have been carried into vat of boiling sugar; reported to have been dead when taken from vat; firm reports death due to "Insolation-Endocarditis."
 Struck top of head on hose cock attached to gas pipe over lathe; death resulted in 1 week, due to "Pulmonary Oedema caused by acute Cardiac Dilatation."
 Fell into grainer; "scalded to death; died in 5 hours."

"While whitewashing ceiling over scalding trough, slipped and fell in trough; $\frac{1}{2}$ of surface of body scalded; died in 6 days."
 Fell down elevator shaft and was instantly killed.
 While working on bone cutting machine was caught and wound around shaft; death ensued in 5 minutes.
 Elevator fell, causing fracture of skull which resulted in death.
 Apparently caught in shafting when putting belt on pulley and fatally injured; death occurring same day.

"Scalded by falling in hot whey tank; died in about 24 hours."

While loosening pipe connections near shafting was caught, whirled around shafting and killed.
 While cleaning dough from mixer, hand was caught in blades, drawing him into machine; neck broken; died instantly.
 Fell into steam kettle and was fatally scalded.

Was caught in scraper rope and hurled to ceiling; fracture of leg; injuries caused death.
 "In hopper—malt house—death—smothered."
 Fell down elevator shaft and was instantly killed.
 Tank containing hot water collapsed; deceased, who was working near, was so seriously scalded as to cause death.
 Tank containing hot water collapsed; deceased, who was working near, was so seriously scalded as to cause death.

Table XI—Particulars of Each Fatal Accident Re

INDUSTRY AND OCCUPATION.	Age.	Sex.	Marital condition.
XI WATER, LIGHT AND POWER.			
Fireman—gas works.....	45	Male.....	Married.....
Boiler cleaner—gas works.....	53	Male.....	Married.....
Engineer—power house.....	28	Male.....	Married.....
Engineer—power house.....	38	Male.....	Married.....
Fireman—power house.....	.....	Male.....	.....

ported October 1, 1905—September 30, 1906—Concluded.

Particulars.

He was cleaning the boiler, when soot, falling through flue to another boiler in which there was a fire, also caught fire; he was so seriously burned as to cause death following day. Victim "went in boiler against orders; exercise brought on an attack of heart disease and man died before found."

"Probably by running arm in dynamo pulley; lived 4 days; fatal."

Entered boiler to locate leaking cap, which blew off, letting hot water directly upon him; very seriously scalded; death ensued following day."

Boiler explosion caused instant death.

Summary of Table XI—Fatal Accidents.

INDUSTRY.	AGES.				
	Under 16 years.	16-18 years.	18 years +	Age not re- ported.	Total.
I. MINERAL PRODUCTS.					
1. Stone.....			6	1	7
2. Iron and other mines.....			13		13
3. Cement and lime.....			12		12
4. Gypsum and plaster.....			9		9
5. Other mineral products.....		1	8		9
II. METALS, MACHINERY AND CONVEYANCES.					
1. Metals other than iron and steel.....			6		6
2. Blast furnaces, rolling mills and steel works.....			44	3	47
3. Foundries and machine shops.....	*1		19		20
4. Electrical apparatus.....			10		10
5 a-f. Locomotives and vehicles.....		1	9		10
5g. Railway repair shops.....			11		11
6. Ship and boat building.....			6		6
7. Scientific apparatus.....			**1		**1
III. WOOD MANUFACTURES.....					
IV. LEATHER.....					
V. CHEMICALS, PAINTS, EXPLOSIVES.....					
VI. PAPER AND PULP.....					
VII. PRINTING AND BOOK MAKING.....					
VIII. TEXTILES.....					
IX. CLOTHING, MILLINERY, LAUNDRY, ETC....					
X. FOOD, TOBACCO AND LIQUORS.					
1. Flour and grist mills.....			3		3
2. Sugar refining, spice grinding, etc.....			4	1	5
3a. Provisions.....			5		5
3b. Butter and cheese.....			1		1
4. Bakeries and confectioneries.....			3		3
5. Breweries.....			5		5
XI. WATER, LIGHT AND POWER.....					
Total.....	2	9	238	7	256

* Not an employee.

**A woman.

TABLE XII—ACCIDENTS IN PORTABLE SAW MILLS.

[NOTE.— The following accidents, which occurred in portable saw mills not visited by Factory Inspectors, were not reported to the Department. Particulars were obtained from the newspapers.]

COUNTY.	Cause or Manner of Accident.	Nature and Extent of Injury.
Allegany.....	Board thrown from saw.....	Eye bruised and cheek lacerated.
Cattaraugus.....	Explosion of boiler.....	Head nearly severed from body. Instant death.
".....	Caught in belt and whirled about shaft	Arm wrenched from socket, leg broken and body bruised.
".....	Fall from skidway.....	Skull fractured, causing death.
Chenango.....	Arm caught in belt.....	Transverse fracture of both bones.
".....	Finger caught between two logs.....	Finger badly crushed.
Columbia.....	Thrust hand against saw.....	Middle finger cut off and hand lacerated.
Delaware.....	Foot caught in belt throwing victim to the ground.	Three-inch cut on head.
Franklin.....	Fall through trap-door.....	Injuries to side, legs and head, the latter causing insanity.
Genesee.....	While operating saw, fingers were forced against it.	First two fingers of right hand cut off.
Greene.....	Fell against buzz-saw.....	Right leg cut off below the knee.
Lewis.....	Hand caught in rosser.....	Badly lacerated.
Livingston.....	Left hand caught in saw.....	Three fingers badly mangled.
".....	Fell against large circular saw.....	Body cut in two. Instant death.
Niagara.....	Caught in belt and whirled around shaft.	Body horribly mangled. Death probable.
Orange.....	Fingers caught in saw.....	Badly cut.
".....	Hand struck buzz-saw.....	Middle finger cut almost in two.
Oswego.....	Right hand caught in saw.....	Hand lacerated. Third and little finger amputated.
Rensselaer.....	Hand caught in saw.....	Palm cut through to wrist.
Rockland.....	Safety valve accidentally closed causing boiler to explode.	One man instantly killed and two others badly scalded.
St. Lawrence.....	Belt slipped from engine wheel tipping saw over on victim.	Body mangled, causing death.
Saratoga.....	Hand caught in buzz-saw.....	Hand cut and lacerated.
Schuyler.....	Log turned in carriage knocking victim out of mill.	Gash cut in head and body bruised.
Steuben.....	Slipped and fell against revolving saw.	Arm badly lacerated.
Suffolk.....	Hand caught in buzz-saw.....	Hand nearly cut off at the wrist.
Sullivan.....	Arm struck circular saw.....	Arm lacerated.
Tompkins.....	Fly wheel on engine burst.....	Leg shattered, death resulting from shock.
Warren.....	Hand caught in joint of piston-rod...	Finger amputated.
Washington.....	Splinter flew from saw.....	Splinter three inches long passed through right hand.
".....	Balance wheel of wood sawer broke.	Hip and arm crushed.

TABLE XIII—STATISTICS OF MINES

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
I. STONE QUARRIES.				
CAYUGA COUNTY.				
Auburn.....	Bennett, D. M.....	Limestone.....	1	2
".....	Goodrich, C. E., & Son.....	Limestone.....	1	2
CHENANGO COUNTY.				
Norwich.....	Chenango Bluestone Co.....	Bluestone.....	1	1
".....	Clarke, Conroy & Co.....	".....	1	2
Oxford.....	Clarke, F. G., Bluestone Co.....	".....	1	1
CLINTON COUNTY.				
Bluff Point.....	Rutland Florence Marble Co.....	Marble.....	1	1
Plattsburg.....	Oliver Gebo.....	Limestone.....	1	1
COLUMBIA COUNTY.				
Hudson.....	Hudson Portland Cement Co.....	Limestone.....	1	1
DUTCHESS COUNTY.				
Wingdale.....	South Dover Marble Co.....	Marble.....	1	1
ERIE COUNTY.				
Black Rock.....	Buffalo Crushed Stone Co.....	Limestone and flint.....	1	1
Buffalo.....	Barber Asphalt Paving Co.....	" " ".....	1	1
".....	Buffalo Cement Co.....	" " ".....	1	1
".....	Gehrs, Anna, Stone Quarries.....	" " ".....	1	1
".....	Schreier, Sebastian.....	" " ".....	1	1
Akron.....	Akron Stone Co.....	" " ".....	1	1
".....	Cummings Cement Co.....	Cement rock.....	1	3
".....	Newman, H. L. & W. C.....	" ".....	1	1
Essex County.				
Ticonderoga.....	International Mineral Co.....	Feldspar, mica, etc.....	1	1
GENESEE COUNTY.				
Leroy.....	Empire Limestone Co.....	Limestone.....	1	1
".....	General Crushed Stone Co.....	".....	1	1
GREENE COUNTY.				
Alsens.....	Alsens Portland Cement Co.....	".....	1	1
Cementon.....	Catskill Cement Co.....	".....	1	1
Catskill.....	West Shore Stone Co.....	".....	1	1
ONONDAGA COUNTY.				
Jamesville.....	Alvord & Co., E. B.....	Limestone and cement rock.....	1	1
".....	Rock Cut Stone Co.....	Limestone.....	1	1
Manlius.....	Behan, James, Estate of.....	Limestone and cement rock.....	1	1
Split Rock.....	Solvay Process Co.....	Limestone and cement rock.....	1	1
ORANGE COUNTY.				
Pine Island.....	Empire State Granite Co.....	Granite.....	1	1
ORLEANS COUNTY.				
Albion.....	Cleary, Patrick.....	Sandstone.....	1	1
".....	Delaney & Fancher.....	".....	1	1
".....	Fancher & Newsom.....	".....	1	1
".....	Orleans County Quarry Co.....	".....	1	1
".....	Reed, Allen & Reed.....	".....	1	1
".....	Ryan, M. A.....	".....	1	1
Eagle Harbor.....	Orleans County Quarry Co.....	".....	1	1
Holley.....	Orleans Sandstone Co.....	".....	1	2
".....	O'Brien, W. M.....	".....	1	1
".....	Farren, Wm. G.....	".....	1	1

AND QUARRIES INSPECTED.

NUMBER OF EMPLOYEES.									Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.							
Total.	Thereof office help etc.	Total.	Office help, etc.	IN MINE OR QUARRY.					
				Total.	Males 18 years or over.	Boys 16-18 years.	Boys 14-16 years.	Boys under 14 years.	
30		30		30	30				48,54
60		41		41	40	1			48,60
123		31		31	30	1			48,60
80		69		69	68		1		48,60
13		13		13	12	1			60
9		9		9	9				60
30		25		25	25				60
60		60		60	60				60
62	2	62	2	60	58	2			60
34	1	34	1	33	30	3			60
80	2	67	2	65	65				60
180	1	152	1	151	150	1			60
40	1	32	1	31	30	1			60
20	1	17	1	16	15	1			60
86	1	86	1	85	85				60
25		25		25	25				60
20		20		20	20				60
15		15		15	15				59
66		66		66	65	1			60
180		90		90	90				60
70		70		70	70				70
37		37		37	36		1		60
30	1	30	1	29	29				60
3		3		3	3				60
30		30		30	29	1			60
10		10		10	10				60
308	5	308	5	303	300	1	2		48,60
39	1	39	1	38	38				48,60
23		23		23	23				54,60
18		18		18	18				60
23		23		23	22		1		60
76		76		76	75	1			48,60
51		51		51	50	1			48,60
60		60		60	60				48,60
127		127		127	127				48,60
60		60		60	60				54,60
13		13		13	13				54,60
13		13		13	13				48,60

Table XIII—Statistics of Mines and

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
I. STONE QUARRIES—Concluded.				
ORLEANS COUNTY—Con.				
Hulberton.....	Bartlett & Hebner.....	Sandstone.....	1	1
".....	Squares, A. J.....	".....	1	1
".....	Vincent, Edward.....	".....	1	1
Medina.....	Filkins, S. E.....	".....	1	2
".....	Le Valley Sandstone Co.....	".....	1	1
".....	McKernan, John.....	".....	1	1
".....	Reynolds Quarry (S. E. Filkins).....	".....	1	1
".....	Scanlon, Martin.....	".....	1	1
ROCKLAND COUNTY.				
Haverstraw.....	Haverstraw Traprock Co.....	Traprock.....	1	1
".....	Long Clove Traprock Co.....	".....	1	1
Mt. Joy.....	Garnee, H. M.....	".....	1	1
Nyack.....	Manhattan Traprock Co.....	".....	1	1
Rockland Lake.....	Clinton Point Traprock Co.....	".....	1	1
".....	Rockland Lake Traprock Co.....	".....	1	1
Tompkins Cove.....	Tompkins Cove Stone Co.....	Limestone.....	1	1
ST. LAWRENCE COUNTY.				
Gouverneur.....	Extra Dark Marble Co.....	Marble.....	1	1
".....	Gouverneur Marble Co.....	".....	1	1
".....	Northern N. Y. Marble Co.....	".....	1	1
".....	St. Lawrence Marble Co.....	".....	1	2
".....	Watertown Marble Co.....	".....	1	1
SCHOHARIE COUNTY.				
Cobleskill.....	Dailey & Smith.....	Limestone.....	1	1
".....	Hamilton Contracting Co.....	".....	1	1
Howe's Cave.....	Helderberg Cement Co.....	".....	1	1
TOMPKINS COUNTY.				
Ithaca.....	Cayuga Lake Cement Co.....	Limestone and shale....	1	1
ULSTER COUNTY.				
Binnewater.....	Con. Rosendale Cement Co.....	Cement rock.....	5	9
Rosendale.....	New York Cement Co.....	".....	1	8
".....	Snyder & Sons, A. J.....	".....	1	1
WARREN COUNTY.				
Glens Falls.....	Glens Falls Portland Cement Co.....	Limestone.....	1	1
".....	Wait, F. W., Lime Co.....	".....	1	1
North River.....	North River Garnet Co.....	Garnet rock.....	1	1
WASHINGTON COUNTY.				
Granville.....	Algonquin Red Slate Co.....	Red slate.....	1	1
".....	Bonanza Slate Co.....	Black slate.....	1	1
".....	Granville Slate Co.....	".....	1	1
Middle Granville.....	Allen & Williams.....	Red slate.....	1	1
".....	Mathews Quarry Co.....	".....	1	1
Whitehall.....	Callanan, J. J.....	Limestone.....	1	1
WESTCHESTER COUNTY.				
Peekskill.....	Keystone Emery Co.....	Emery rock.....	1	1
".....	Roberts, E. P.....	Granite.....	1	1
Verplank.....	Clinton Point Stone Co.....	Limestone.....	1	1
Total—Stone.....	.....	.....	81	100

Quarries Inspected—Continued.

NUMBER OF EMPLOYEES.									Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.							
Total.	Thereof office help etc.	Total.	Office help, etc.	IN MINE OR QUARRY.					
				Total. .	Males 18 years or over.	Boys 16-18 years.	Boys 14-16 years.	Boys under 14 years.	
30		30		30	30				54,60
31		31		31	30	1			54,60
21		21		21	21				54,60
65		65		65	65				54,60
20		20		20	20				54,60
24		24		24	24				54,60
30		30		30	30				48,60
40		40		40	40				54,60
125		102		102	100	2			60
85		41		41	40	1			60
35		35		35	35				60
73	1	73	1	72	70	2			60
143	1	143	1	142	140	2			60
275		235		235	235				60
288	1	288	1	287	283	4			60
5		5		5	5				60
14		14		14	14				60
30		30		30	30				60
16		16		16	16				60
11		11		11	11				60
26		26		26	25		1		60
78		78		78	75		3		54,60
46		46		46	45	1			60,66
57		51		51	50		1		54,60
398	1	398	1	397	396		1		54,60
70		60		60	56	4			60
40		40		40	40				60
60		60		60	60				60
30		30		30	30				60
40		40		40	38	2			60
13		13		13	13				60
16		16		16	16				60
18		18		18	18				60
20		18		18	18				60
16		16		16	15	1			60
150		76		76	75	1			60
5		3		3	3				60
67	2	67	2	65	64	1			48,60
75	1	62	1	61	60	1			60
4,790	23	4,307	23	4,284	4,234	39	11		

Table XIII—Statistics of Mines and

INDUSTRY AND LOCALITY.	Firm Name.	Material mined or quarried.	Number of inspections.	Number of shafts or openings.
2. IRON MINES.				
CLINTON COUNTY. Lyon Mountain.....	D. & H. Co.—Chateaugay Ore and Iron Dept.....	Magnetite.....	1	7
DUTCHESS COUNTY. Amenia.....	Amenia Mine.....	Hemetite.....	1	1
ESSEX COUNTY. Mineville.....	Port Henry Iron Ore Co.....	Magnetite.....	1	6
"	Witherbee Sherman & Co., Inc.....	"	1	3
JEFFERSON COUNTY. Antwerp.....	New Dixon Mine.....	Red hemetite.....	1	2
ROCKLAND COUNTY. Sterlington.....	Sterling Iron & Railway Co.....	Magnetite.....	1	2
ST. LAWRENCE COUNTY. Rossie.....	Rossie Iron Ore Co.....	Red hemetite.....	1	3
WAYNE COUNTY. Ontario.....	Furnaceville Iron Ore Co.....	Hemetite.....	1	1
Total—Iron.....			8	27
3. GYPSUM MINES.				
GENESEE COUNTY. Oakfield.....	U. S. Gypsum Co.....	Gypsum.....	5	5
MONROE COUNTY. Wheatland.....	Con. Wheatland Plaster Co.....	"	1	2
"	Empire Gypsum Co.....	"	1	1
"	Garbutt Gypsum Co.....	"	1	1
"	Lycoming Calcining Co.....	"	1	3
"	Monarch Plaster Co.....	"	1	1
ONONDAGA COUNTY. Jamesville.....	Millon, Thos., Co.....	Gypsum and limestone..	1	1
Fayetteville.....	Miller, Clifford L.....	"	1	1
"	National Wall Plaster Co.....	"	1	2
Total—Gypsum.....			13	17
4. MISCELLANEOUS.				
LIVINGSTON COUNTY. Retsof.....	Retsof Mining Co.....	Rock salt.....	1	2
Cuylerville.....	Sterling Salt Co.....	"	1	1
ST. LAWRENCE COUNTY. Fowler.....	Ontario Talc Co.....	Talc.....	1	1
"	Union Talc Co.....	"	1	1
Talcville.....	U. S. Talc Co.....	"	1	1
WARREN COUNTY. Graphite.....	American Graphite Co.....	Graphite ore.....	1	3
Whitehall.....	Champlain Graphite Co.....	"	1	1
WASHINGTON COUNTY. Whitehall.....	Eddy, Wetherill Co.....	Sienna.....	1	2
Total—Miscellaneous.....			8	12
Grand Total.....			110	156

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Quarries Inspected—Concluded.

NUMBER OF EMPLOYEES.									Weekly hours of labor in mine or quarry.
LARGEST NUMBER IN YEAR.		AT TIME OF INSPECTION.							
Total.	Thereof office help etc.	Total.	Office help, etc.	IN MINE OR QUARRY.					
				Total.	Males 18 years or over.	Boys 16-18 years.	Boys 14-16 years.	Boys under 14 years.	
493	6	493	6	487	487				48,72
80		52		52	52				59
85	2	85	2	83	82	1			60
642	16	642	16	626	626				60
51	1	51	1	50	50				54
101	1	101	1	100	100				60
303	2	303	2	301	300	1			48,60
65		65		65	65				60
1,820	28	1,792	28	1,764	1,762	2			
284		284		284	284				60
30		30		30	30				60,72
13	1	13	1	12	12				60
12		12		12	12				60
67		67		67	67				60,72
30		30		30	30				60
48	1	48	1	47	47				60
32		32		32	32				60
26		26		26	25		1		60
542	2	542	2	540	539		1		
160		160		160	160				60
70		70		70	70				48,56
10		10		10	10				60
15		15		15	15				60
15		15		15	15				60
50		50		50	50				60
4		4		4	4				60
5		5		5	5				60
320		329		329	329				
7,481	53	6,970	53	6,917	6,864	41	12		

**TABLE XIV—NUMBER AND LOCATION OF TENEMENT HOUSES
LICENSED TO MANUFACTURE ARTICLES SPECIFIED IN SEC-
TION 100 OF THE LABOR LAW, SEPTEMBER 30, 1906.**

Street.	BUFFALO.	Number of licenses.	Street.	Number of licenses.
Adams.....		2	Centre Market place.....	1
Ash.....		4	Cherry.....	22
Beach.....		2	Christie.....	51
Bristol.....		1	Clinton.....	23
Broadway.....		3	Columbia.....	9
Carlton.....		1	Avenue D.....	3
Cayuga.....		2	Delancey.....	25
Cedar.....		2	Division.....	21
Clinton.....		2	East Broadway.....	22
Davis.....		1	Eldridge.....	31
Detroit.....		1	Elizabeth.....	89
East Genesee.....		1	Elm.....	5
East Parade avenue.....		1	Essex.....	26
Eaton.....		2	Extra place.....	5
Edwin place.....		1	First avenue.....	7
Eureka place.....		1	Forsyth.....	32
Fillmore avenue.....		2	Franklin.....	2
Fox.....		3	Front.....	2
Front avenue.....		1	Goerck.....	21
Genesee.....		5	Gouverneur.....	2
Goodell.....		2	Grand.....	17
Grape.....		1	Hamilton.....	13
Gullford.....		1	Henry.....	19
Herman.....		1	Hester.....	23
Hickory.....		2	Houston, East.....	35
Huntington.....		1	Jackson.....	2
Jefferson.....		12	James.....	13
Johnson.....		1	Lafayette.....	1
Kent.....		1	Leonard.....	2
Laurel.....		1	Lewis.....	18
Lovejoy.....		1	Ludlow.....	29
Madison.....		1	Madison.....	33
Milnor.....		2	Marion.....	1
Monroe.....		1	Market.....	6
Mortimer.....		3	Monroe.....	33
Mulberry.....		1	Montgomery.....	2
Northampton.....		1	Mott.....	72
Orange.....		1	Mulberry.....	60
Pratt.....		1	New Chambers.....	2
Sears.....		2	Norfolk.....	16
Sherman.....		2	Oak.....	8
Smith.....		2	Oliver.....	21
South Division.....		1	Orchard.....	20
Spring.....		3	Park.....	1
Sweet avenue.....		1	Pearl.....	1
Sycamore.....		5	Pike.....	3
Townsend.....		1	Pitt.....	10
Walden avenue.....		1	Prince.....	16
Walnut.....		2	Ridge.....	8
Warner avenue.....		1	Rivington.....	37
Woltz avenue.....		4	Rose.....	1
Total—Buffalo.....		98	Roosevelt.....	5
			Rutger's place.....	1
			Rutgers.....	5
			St. Mark's place.....	20
			Second avenue.....	6
			Sheriff.....	2
			Spring.....	16
			Stanton.....	52
			Stone.....	1
			Suffolk.....	9
			Third avenue.....	1
			Water.....	1
			Willet.....	8
			East First.....	16
			East Second.....	29
			East Third.....	28
			East Fourth.....	36
			East Fifth.....	44
			East Sixth.....	36
			East Seventh.....	28
			East Eighth.....	9
			East Ninth.....	24
			East Tenth.....	26
			East Eleventh.....	50

NEW YORK CITY.

(a) Lower East Side of Manhattan Borough (embracing East Fourteenth Street, from Broadway to East River, East Side of Broadway to Battery, and the territory lying within those boundaries).

Avenue A.....	10
Allen.....	39
Attorney.....	14
Avenue B.....	6
Batavia.....	1
Baxter.....	14
Bayard.....	12
Bowery.....	8
Broome.....	29
Avenue C.....	5
Canal.....	5
Cannon.....	8
Catherine.....	15
Centre.....	1

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Table XIV—Location of Licensed Tenement Houses—Continued.

NEW YORK CITY (a)—Con.			
Street.	Number of licenses.	Street.	Number of licenses.
East Twelfth.....	29	Third avenue.....	58
East Thirteenth.....	42	Thompson.....	44
East Fourteenth.....	32	Tinton avenue.....	1
Total.....	1,645	Union avenue.....	2
		Vandam.....	1
		Vestry.....	1
		Washington avenue.....	4
		Watts.....	1
		Waverly place.....	2
		Wendover avenue.....	3
		West.....	1
		West Broadway.....	15
		Westchester avenue.....	4
		West End avenue.....	4
		Wooster.....	2
		3d, West.....	4
		4th, West.....	2
		8th, West.....	7
		9th, West.....	1
		14th, West.....	1
		15th, West.....	5
		15th, East.....	22
		16th, East.....	18
		16th, West.....	9
		17th, East.....	9
		17th, West.....	4
		18th, East.....	5
		18th, West.....	3
		19th, East.....	5
		19th, West.....	3
		20th, East.....	3
		20th, West.....	10
		21st, East.....	10
		21st, West.....	1
		22d, East.....	4
		22d, West.....	1
		23d, East.....	5
		24th, East.....	10
		24th, West.....	5
		25th, East.....	10
		25th, West.....	11
		26th, East.....	18
		26th, West.....	7
		27th, East.....	10
		27th, West.....	14
		28th, East.....	11
		28th, West.....	6
		29th, East.....	20
		29th, West.....	4
		30th, East.....	7
		30th, West.....	11
		31st, East.....	17
		31st, West.....	6
		32d, East.....	7
		32d, West.....	1
		33d, East.....	15
		33d, West.....	2
		34th, East.....	19
		34th, West.....	2
		35th, East.....	12
		35th, West.....	12
		36th, East.....	3
		36th, West.....	7
		37th, East.....	2
		37th, West.....	7
		38th, East.....	15
		38th, West.....	8
		39th, East.....	16
		39th, West.....	8
		40th, East.....	4
		40th, West.....	4
		41st, East.....	5
		41st, West.....	9
		42d, East.....	8
		42d, West.....	6
		43d, East.....	6
		43d, West.....	4
		44th, East.....	2

(b) Manhattan and Bronx Boroughs, except Lower East Side.

Avenue A.....	13
Abingdon square.....	1
Alexander avenue.....	2
Amsterdam avenue.....	19
Avenue B.....	1
Bank.....	1
Bedford.....	1
Bleecker.....	8
Bradhurst avenue.....	2
Broadway.....	1
Brook avenue.....	6
Broome.....	1
Canal.....	3
Carminc.....	11
Charles.....	2
Charlton.....	2
Columbus avenue.....	3
Commerce.....	1
Cornelia.....	9
Courtlandt avenue.....	7
Dominick.....	1
Downing place.....	4
Downing.....	12
East End avenue.....	5
Eighth avenue.....	21
Eleventh avenue.....	2
Fifth avenue.....	12
First avenue.....	38
Greenwich avenue.....	9
Greenwich.....	1
Grove.....	1
Hancock place.....	1
Hancock.....	6
Hoe avenue.....	1
Horatio.....	2
Houston, West.....	15
Hudson.....	6
Jones.....	2
King.....	3
Laight.....	1
Lenox avenue.....	9
Leroy.....	2
Lexington avenue.....	68
Macdougall.....	25
Madison avenue.....	50
Manhattan avenue.....	13
Melrose avenue.....	5
Minetta lane.....	1
Minetta place.....	1
Minetta.....	4
Morris avenue.....	2
Morton.....	3
Mott avenue.....	1
Ninth avenue.....	0
Park avenue.....	20
Perry.....	5
Pleasant avenue.....	2
Prospect place.....	1
Robins avenue.....	1
St. Ann's avenue.....	6
St. Nicholas avenue.....	2
Second avenue.....	52
Seventh avenue.....	15
Sixth avenue.....	13
Spring.....	10
Sullivan.....	61
Stuyvesant.....	2
Tenth avenue.....	10

Table XIV—Location of Licensed Tenement Houses—Continued.

NEW YORK CITY (b)—Con.			
Street.	Number of licenses.	Street.	Number of licenses.
44th, West.....	4	103d, East.....	8
45th, East.....	9	103d, West.....	2
45th, West.....	1	104th, East.....	8
46th, East.....	7	104th, West.....	5
46th, West.....	5	105th, East.....	6
47th, East.....	4	105th, West.....	2
47th, West.....	6	106th, East.....	20
48th, East.....	9	106th, West.....	1
48th, West.....	4	107th, East.....	21
49th, East.....	4	107th, West.....	2
49th, West.....	5	108th, East.....	12
50th, East.....	6	108th, West.....	1
50th, West.....	5	109th, East.....	9
51st, East.....	7	109th, West.....	1
51st, West.....	2	110th, East.....	5
52d, East.....	9	111th, East.....	2
52d, West.....	3	112th, East.....	5
53d, East.....	4	112th, West.....	4
53d, West.....	3	113th, East.....	8
54th, East.....	10	113th, West.....	2
54th, West.....	2	114th, East.....	11
55th, East.....	1	114th, West.....	2
56th, East.....	7	115th, East.....	6
56th, West.....	4	115th, West.....	3
57th, West.....	3	116th, East.....	12
58th, East.....	5	116th, West.....	20
58th, West.....	4	117th, East.....	15
59th, East.....	6	117th, West.....	4
60th, East.....	2	118th, East.....	10
61st, East.....	5	118th, West.....	4
62d, East.....	4	119th, East.....	6
63d, East.....	4	120th, East.....	9
66th, West.....	1	120th, West.....	4
67th, East.....	1	121st, East.....	3
68th, West.....	1	121st, West.....	1
69th, East.....	4	122d, East.....	3
70th, East.....	13	123d, West.....	2
71st, East.....	20	124th, East.....	1
72d, East.....	19	124th, West.....	3
73d, East.....	15	125th, East.....	8
74th, East.....	9	125th, West.....	8
75th, East.....	24	126th, East.....	2
76th, East.....	21	126th, West.....	2
77th, East.....	10	129th, East.....	1
78th, East.....	8	133d, East.....	16
79th, East.....	2	138th, East.....	2
80th, East.....	9	139th, East.....	1
81st, East.....	14	141st, East.....	1
82d, East.....	15	141st, West.....	1
83d, East.....	12	142d, East.....	1
83d, West.....	1	142d, West.....	1
84th, East.....	12	143d, East.....	3
84th, West.....	1	144th, East.....	1
85th, East.....	12	145th, East.....	1
86th, East.....	13	145th, West.....	2
87th, East.....	8	147th, East.....	1
88th, East.....	11	149th, East.....	1
88th, West.....	1	155th, East.....	1
90th, East.....	6	156th, East.....	1
90th, West.....	1	158th, East.....	1
91st, East.....	2	160th, East.....	1
92d, East.....	6	161st, East.....	2
93d, East.....	4	161st, West.....	1
94th, East.....	2	165th, East.....	2
95th, East.....	7	167th, East.....	1
95th, West.....	1	169th, East.....	1
96th, East.....	6		
97th, East.....	5		
98th, East.....	5		
98th, West.....	6		
99th, East.....	5		
99th, West.....	2		
100th, East.....	5		
100th, West.....	4		
101st, East.....	6		
101st, West.....	5		
102d, East.....	6		
102d, West.....	1		
		Total.....	2,059
		(c) Borough of Brooklyn.	
		Ainslie.....	1
		Alabama avenue.....	2
		Atlantic avenue.....	3
		Barbey.....	1
		Bartlett.....	1
		Bayard.....	1
		Beaver.....	7
		Bedford avenue.....	1

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Table XIV—Location of Licensed Tenement Houses—Continued.

NEW YORK CITY (c)—Con.

Street.	Number of licenses.	Street.	Number of licenses.
Belmont avenue.....	2	Kent avenue.....	2
Bergen.....	2	Knickerbocker avenue.....	14
Berry.....	1	Lawrence.....	1
Berriman.....	1	Lee avenue.....	2
Bleecker.....	13	Leonard.....	8
Boerum.....	48	Lewis avenue.....	2
Bogert.....	3	Lexington avenue.....	2
Bremen.....	6	Liberty avenue.....	2
Bridge.....	1	Linden.....	6
Bristol.....	1	Linwood.....	1
Broadway.....	1	Locust.....	3
Bushwick avenue.....	22	Lorimer.....	11
Bushwick place.....	3	Lynch.....	2
Cedar.....	1	McDougal.....	1
Central avenue.....	51	McKibbin.....	14
Charles place.....	1	Manhattan avenue.....	12
Christopher avenue.....	8	Marcy avenue.....	13
Classon avenue.....	1	Marion.....	2
Clermont avenue.....	2	Maujer.....	12
Cook.....	27	Meeker avenue.....	1
Court.....	3	Melrose.....	43
Covert avenue.....	1	Meserole.....	23
Cumberland.....	1	Metropolitan avenue.....	13
Dean.....	3	Monteith.....	8
Debevoise.....	10	Montrose avenue.....	35
Decatur.....	1	Moore.....	14
Degraw.....	1	Morgan avenue.....	5
De Kalb avenue.....	23	Morrell.....	5
Delmonico place.....	1	Myrtle avenue.....	13
Devoe.....	9	Navy.....	3
Driggs avenue.....	2	New Jersey avenue.....	1
Duffield.....	2	Noll.....	3
Dumont avenue.....	1	North Elliott place.....	1
Ellery.....	22	North Oxford.....	1
Engert avenue.....	1	Nostrand avenue.....	5
Evergreen avenue.....	12	Osborne.....	7
Fayette.....	4	Pacific.....	2
Flatbush avenue.....	1	Palmetto.....	1
Floyd.....	17	Park avenue.....	28
Flushing avenue.....	60	Park.....	3
Fourth avenue.....	1	Pearl.....	1
Franklin avenue.....	3	Pitkins avenue.....	1
Franklin.....	1	Powers.....	11
Frost.....	2	President.....	2
Fulton.....	25	Prospect place.....	1
Garden.....	1	Ralph avenue.....	15
Gates avenue.....	20	Reid avenue.....	14
George.....	24	Richmond.....	1
Georgia avenue.....	1	Rockaway avenue.....	4
Gerry.....	4	Rodney.....	1
Glenmore avenue.....	2	St. Mark's avenue.....	1
Gold.....	1	St. Nicholas avenue.....	2
Graham avenue.....	19	Sackett.....	3
Grand.....	5	Sackman.....	2
Gratton.....	6	Sanford.....	1
Greene avenue.....	16	Sands.....	1
Greenpoint avenue.....	5	Schenck avenue.....	2
Halsey.....	1	Scholes.....	30
Hamburg avenue.....	30	Seigel.....	10
Hamilton avenue.....	2	Shepherd avenue.....	1
Harman.....	10	Skillman avenue.....	3
Harrison avenue.....	5	Snediker avenue.....	1
Harrison place.....	1	Spencer.....	4
Hart.....	10	Stagg.....	36
Hicks.....	1	Stanhope.....	17
High.....	2	Starr.....	11
Himrod.....	16	Stockholm.....	16
Hopkins.....	15	Stockton.....	9
Howard avenue.....	1	Stone avenue.....	12
Hoyt.....	1	Sumner avenue.....	18
Hudson avenue.....	1	Sumpter.....	2
Humboldt.....	20	Sutton.....	1
Ingraham.....	1	Suydam.....	12
Irving avenue.....	6	Taaffe place.....	1
Jackson.....	3	Ten Eyck.....	11
Jefferson.....	30	Thames.....	2
Johnson avenue.....	78	Thatford avenue.....	6
Judge.....	1	Thornton.....	1

Table XIV—Location of Licensed Tenement Houses—Continued.

NEW YORK CITY (c)—C't'd.

Street.	Number of licenses.
Throop avenue.....	13
Tillary.....	2
Tompkins avenue.....	18
Troutman.....	37
Underhill avenue.....	2
Union avenue.....	2
Varet.....	9
Vermont.....	1
Wallabout.....	3
Walton.....	2
Warren.....	2
Washington avenue.....	1
Watkins.....	13
Waverly avenue.....	1
Whipple.....	2
Willoughby avenue.....	30
Withers.....	4
Woodbine.....	4
Wyckoff avenue.....	10
Wyona.....	1
North First.....	1
South First.....	1
Third.....	2
South Third.....	1
North Fourth.....	1
South Fourth.....	1
North Fifth.....	3
South Fifth.....	3
North Sixth.....	3
North Seventh.....	2
South Eighth.....	2
Tenth.....	1
Eleventh.....	2
Twelfth.....	1
Fourteenth.....	1
Seventeenth.....	1
Twentieth.....	1
Twenty-first.....	2

Total.....1,536

District. (d) Borough of Queens.

Long Island City.....	1
Astoria.....	1
Evergreen.....	15
Maspeth.....	1
Metropolitan.....	1
Ridgewood.....	1
Union Course.....	1

Total.....21

Street. ROCHESTER.

Avenue A.....	3
Albow place.....	2
Almeroth.....	1
Alphonse.....	4
Avenue B.....	1
Baden.....	8
Bay.....	8
Berlin.....	1
Bernard.....	3
Broadway.....	2
Bronson avenue.....	1
Buchan place.....	1
Cady.....	2
Campbell.....	2
Caroline.....	2
Carter.....	1
Cedar.....	1
Centennial.....	2
Central avenue.....	1
Central Park.....	2
Chatham.....	4
Clifford.....	11
Clinton avenue, North.....	12

Street.	Number of licenses.
Clinton avenue, South.....	2
Cuba place.....	2
Avenue D.....	3
De Jonge.....	2
Dowling place.....	1
Draper.....	1
East avenue.....	1
Edward.....	3
Englert.....	2
Evergreen.....	1
First.....	2
Flower.....	1
Front.....	1
Front avenue.....	1
Galusha.....	2
Gilmore.....	2
Goodman.....	1
Gordon Park.....	1
Hague.....	2
Hanover.....	10
Hartford.....	1
Hawkins.....	1
Hebard.....	1
Helena.....	2
Hemple place.....	1
Henry.....	6
Herald.....	2
Herman.....	11
High.....	1
Hollister.....	3
Hudson avenue.....	13
Jay.....	2
Joiner.....	2
Joseph avenue.....	22
Kelly.....	2
Langham.....	3
Leopold.....	3
Lewis.....	1
Lime.....	1
Lincoln.....	1
Lowell.....	1
Magne.....	3
Main, East.....	2
Main, West.....	1
Maple.....	1
Maria.....	3
Martin.....	2
Meigs.....	1
Miller.....	2
Monroe.....	2
Nassau.....	3
North.....	10
Oakman.....	2
Ontario.....	1
Orchard.....	1
Otsego.....	1
Portland avenue.....	10
Pryor.....	3
Rauber.....	2
Remington.....	1
Reynolds.....	1
Rhine.....	3
Rohr.....	1
St. Joseph place.....	1
St. Paul.....	1
Sander.....	2
Sanford.....	1
Schauman.....	1
Scranton.....	6
Seibert place.....	1
Sellinger.....	3
South avenue.....	3
State.....	6
Sullivan.....	6
Thomas.....	3
Tryer.....	1
Uniman place.....	1

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Table XIV—Location of Licensed Tenement Houses—Concluded.

ROCHESTER—Concluded.

Street.	Number of licenses.
Vienna.....	11
Vose.....	2
Weider.....	1
Weld.....	1
West avenue.....	3
Weyl.....	1
Whitney.....	1
Wilder.....	2
Wilkins.....	1
Wilson.....	1
Woodford.....	1
Woodward.....	1

Total—Rochester *314

SYRACUSE.

Ash.....	1
Burt.....	1
Butternut.....	1
Carbon.....	3
Cleveland.....	1
Danforth.....	1
East Division.....	4
Grape.....	3
Highland.....	1
John.....	4
Kirkpatrick.....	2
Madison.....	1

Street.	Number of licenses.
Monroe.....	1
Park.....	5
Pond.....	2
Salle.....	1
South State.....	1
Titus Alley.....	1
Townsend.....	2

Total—Syracuse	36
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YONKERS.

Neppenham avenue 1

City.	SUMMARY.
Albany	1890
Albany	1891
Albany	1892
Albany	1893
Albany	1894
Albany	1895
Albany	1896
Albany	1897
Albany	1898
Albany	1899
Albany	1900
Albany	1901
Albany	1902
Albany	1903
Albany	1904
Albany	1905
Albany	1906
Albany	1907
Albany	1908
Albany	1909
Albany	1910
Albany	1911
Albany	1912
Albany	1913
Albany	1914
Albany	1915
Albany	1916
Albany	1917
Albany	1918
Albany	1919
Albany	1920
Albany	1921
Albany	1922
Albany	1923
Albany	1924
Albany	1925
Albany	1926
Albany	1927
Albany	1928
Albany	1929
Albany	1930
Albany	1931
Albany	1932
Albany	1933
Albany	1934
Albany	1935
Albany	1936
Albany	1937
Albany	1938
Albany	1939
Albany	1940
Albany	1941
Albany	1942
Albany	1943
Albany	1944
Albany	1945
Albany	1946
Albany	1947
Albany	1948
Albany	1949
Albany	1950
Albany	1951
Albany	1952
Albany	1953
Albany	1954
Albany	1955
Albany	1956
Albany	1957
Albany	1958
Albany	1959
Albany	1960
Albany	1961
Albany	1962
Albany	1963
Albany	1964
Albany	1965
Albany	1966
Albany	1967
Albany	1968
Albany	1969
Albany	1970
Albany	1971
Albany	1972
Albany	1973
Albany	1974
Albany	1975
Albany	1976
Albany	1977
Albany	1978
Albany	1979
Albany	1980
Albany	1981
Albany	1982
Albany	1983
Albany	1984
Albany	1985
Albany	1986
Albany	1987
Albany	1988
Albany	1989
Albany	1990
Albany	1991
Albany	1992
Albany	1993
Albany	1994
Albany	1995
Albany	1996
Albany	1997
Albany	1998
Albany	1999
Albany	2000
Albany	2001
Albany	2002
Albany	2003
Albany	2004
Albany	2005
Albany	2006
Albany	2007
Albany	2008
Albany	2009
Albany	2010
Albany	2011
Albany	2012
Albany	2013
Albany	2014
Albany	2015
Albany	2016
Albany	2017
Albany	2018
Albany	2019
Albany	2020
Albany	2021
Albany	2022
Albany	2023
Albany	2024
Albany	2025
Albany	2026
Albany	2027
Albany	2028
Albany	2029
Albany	2030
Albany	2031
Albany	2032
Albany	2033
Albany	2034
Albany	2035
Albany	2036
Albany	2037
Albany	2038
Albany	2039
Albany	2040
Albany	2041
Albany	2042
Albany	2043
Albany	2044
Albany	2045

Buffalo.....	98
Gates.....	1
Irondequoit.....	1
Rochester.....	314
Syracuse.....	36
Yonkers.....	1

451

New York City..... 5,261

Grand Total.....5,712

***Also one each in Gates and Irondequoit.**

TABLE XV—CHILDREN'S EMPLOYMENT CERTIFICATES ISSUED BY
SEPTEMBER

LOCALITY.	Issued before Oct. 1, 1905, but re- ported in 1906.	ISSUED		
		Oct.	Nov.	Dec
ALBANY COUNTY.				
Albany city.....		17	9	7
Cohoes city.....		12	6	11
Coeymans town.....				
Colonie town.....		3	2	1
Voorheesville village.....				
Watervliet city.....		6	10	10
ALLEGANY COUNTY.				
Alfred town.....				
Allegany village.....				
Andover village.....	1			2
Belmont village.....				
Friendship village.....				
BROOME COUNTY				
Binghamton city.....			4	2
Barker town.....				
Lestershire village.....		1	1	1
Union village.....				
CATTARAUGUS COUNTY.				
Dayton village.....				
Little Valley village.....				1
Olean city.....	4	3	2	1
CAYUGA COUNTY.				
Auburn city.....		7	7	5
Weedsport village.....				
CHAUTAUQUA COUNTY.				
Dunkirk city.....				2
Falconer village.....				
Forestville village.....				
Fredonia village.....				
Jamestown city.....		18	9	6
Silver Creek village.....		1		1
CHEMUNG COUNTY.				
Big Flats village.....				
Elmira city.....		4	2	2
Elmira Heights village.....				
Wellsburg village.....				
CHENANGO COUNTY.				
Oxford village.....				
Sherburne village.....				
CLINTON COUNTY.				
Peru town.....				
COLUMBIA COUNTY.				
Claverack town.....				
Hudson city.....				
Philmont village.....		2		1
Stockport town.....		2		1
Valatie village.....		4		1
CORTLAND COUNTY.				
Cortland city.....		3	4	3
Cortlandville town.....				
Hartford town.....		1		
Hooker village.....				
McGrawville village.....				
Virgil town.....		1	1	
DELAWARE COUNTY.				
Sidney village.....				4
Walton village.....				

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.249

LOCAL BOARDS OF HEALTH IN THE TWELVE MONTHS ENDED 30, 1906.

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
7	5	11	19	20	57	37	18	55	262
10	20	17	15	18	26	20	12	25	192
1	1	2	3	1	1	1			6
			6	2	4	3			25
17	6	10	7	5	10	11	5	13	110
		1							1
			1		1	2			4
		1	1		1	1	1	1	8
2		1							3
				1					1
6	6	6	6	2	21	15	9	28	105
			1						1
1	1	2	1	3	11	1	1		24
		2		2					4
							3		3
		1							2
2	1		4	1			2	10	26
8	7	8	19	9	39	49	12	10	180
						1			1
			1	1	6	6	1	3	20
1	1			2	5	3	2	1	15
					2				2
		2			16	2	1	7	28
18	4	17	6						78
			1		8				11
				7					7
				6					72
3	3	7	5	1	15	11	4	10	5
			1				1	3	5
	1		1	1		2			
					8				8
					3	5	1	4	13
								1	1
1				1	2	1			5
				3	15	14	6	7	54
	2	6	1	3	1	2	1		16
	1	2	3	2	3	3	3	1	23
	2	5	3	1		1	2	1	20
4	3	1	3	1	1	6	2	3	34
1	1								2
								1	2
				1					1
1	1							1	3
									2
1		2	1	1	4		1	2	16
						3			8

Table XV—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1905, but re- ported in 1906.	ISSUED		
		Oct.	Nov.	Dec.
DUTCHESS COUNTY.				
Fishkill Landing village.....				
Matteawan village.....				1
Poughkeepsie city.....				
Red Hook village.....		2	1	1
ERIE COUNTY.				
Buffalo city.....		53	52	40
Akron village.....	5			
Amherst town.....			1	
Cheektowaga town.....				
Hamburgh village.....				
Hamburgh (East) town.....				
Lancaster village.....		7	1	
Newstead town.....				
North Collins town.....				
Tonawanda city.....		7	2	
ESSEX COUNTY.				
Elizabethtown town.....				
Keeseville village.....				2
Ticonderoga village.....				
FRANKLIN COUNTY.				
Malone village.....				
St. Regis Falls village.....	5	1		1
FULTON COUNTY.				
Gloversville city.....		12	11	6
Johnstown city.....		6	2	2
Johnstown town.....				
Mayfield village.....			2	
GENESEE COUNTY.				
Batavia village.....	a68	3	8	2
Batavia town.....				
Le Roy village.....				
Oakfield.....				
GREENE COUNTY.				
Athens village.....				
Catskill village.....		3	3	
Coxsackie village.....		2	2	
HERKIMER COUNTY.				
Dolgeville village.....		1		
Frankfort village.....				
Herkimer village.....		7	3	5
Ilion village.....				
Little Falls city.....		7	1	3
Middleville village.....				
Mohawk village.....	1	3	1	
JEFFERSON COUNTY.				
Carthage village.....				
Watertown city.....		7	3	
West Carthage village.....				1
KINGS COUNTY.				
(See N. Y. City, Brooklyn Borough.)				
LEWIS COUNTY.				
Croghan town.....				
Diana village.....		2		
Lowville village.....				
New Bremen village.....				
Turin village.....				
LIVINGSTON COUNTY.				
Geneseo village.....				

a Includes 6 "vacation certificates" issued in 1904 and 1905.

c Includes 11

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.251

of Health in the Twelve Months Ended September 30, 1906—Continued.

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
	1			6	8	11	2	3	31
	1	4	5	3	8	5	2	2	31
	7	9	11	14	13	13	1	7	75
	1			1				2	8
51	50	52	66	59	179	97	44	66	809
				1	1		3	1	6
		1							2
				1		2	1		4
								2	2
		3	1						4
1	2	1	1	1		5		1	20
								1	1
	1								1
3	4	6	12	16	21	5	6	11	93
			3						3
	5							4	11
	1								1
			2						2
									2
20	10	9	18	10	23	18	12	22	171
6	5	4	4	5	12			5	51
		1							1
	2		2	2					8
3	2	6	4	9	7	47	2	3	96
	1		1			1			3
		37		1		25		1	64
					2				2
					1		1		2
	1	1	2	1	2	1	4	4	22
	11				2		2	1	20
1	1	1	1		4	2			11
			1		1	1			3
2		5	6	3	16	5	1	5	58
2	1	3	5				2	2	15
5	8	6	8	7	25	16	2	8	96
							1		1
1		1							6
		2	1	1		2			6
8	1	5	9	2	1	7	2	3	c48
									1
		1	1						2
		1							3
	1			4					5
				2				2	4
						2			2
		2	2	6	6	1	2	5	24

"vacation certificates" which the health authorities were notified to recall.

II.252 . NEW YORK STATE DEPARTMENT OF LABOR.

Table XV—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1905, but re- ported in 1906.	ISSUED		
		Oct.	Nov.	Dec.
MADISON COUNTY.				
Cazenovia village.....	1			
Eaton town.....				
Oneida city.....				
Stockbridge town.....				
Sullivan town.....				
MONROE COUNTY.				
Brockport village.....		3	1	1
Charlotte village.....				2
Fairport village.....				
Rochester city.....		68	45	36
MONTGOMERY COUNTY.				
Amsterdam city.....		25	21	13
Amsterdam town.....		1		1
Florida town.....	1	1	1	
Fort Plain village.....		5	1	
Minden town.....	9			
St. Johnsville village.....		1	1	2
NASSAU COUNTY.				
Farmingdale village.....		1	1	
Rockville Center village.....			1	2
NEW YORK CITY.*				
Bronx borough.....		72	55	63
Brooklyn borough.....		117	66	62
Manhattan borough.....		1,096	788	533
Queens borough.....		64	24	30
Richmond borough.....		17	11	6
NIAGARA COUNTY.				
Lockport city.....				
Niagara Falls city.....		14	11	5
North Tonawanda city.....				
Wilson town.....				
ONEIDA COUNTY.				
Augusta town.....				
Camden village.....				
Clayville village.....				
Kirkland town.....				
Lee town.....				
New Hartford town.....				
Oriskany Falls village.....				
Paris town.....				
Rome city.....		2	2	2
Rotterdam town.....				
Sangerfield town.....			1	2
Utica city.....		33	29	8
Walden village.....				
Waterville village.....				
Whitesboro village.....				
Whitestown town.....		6		1
Yorkville village.....				
ONONDAGA COUNTY.				
Camillus village.....		2		
Baldwinsville village.....				
Fabius town.....				
Fayetteville village.....				
Manlius village.....				
Marcellus village.....				
Skaneateles town.....				
Solvay village.....				
Syracuse city.....	1	37	53	48

b Includes 2 "vacation certificates" which the health authorities were notified to recall.

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.253
of Health in the Twelve Months Ended September 30, 1906—Continued.

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906.

Jan.	Feb.	March.	Aprll.	May.	June.	July.	Aug.	Sept.	Total.
.....	1	.....	2	2	10	7	.....	.....	22
.....	.....	1	.....	.....	.....	.....	.....	.....	1
.....	1	1	.....	3	15	12	8	7	47
.....	.....	.....	.....	.....	.....	.....	1	.....	1
.....	.....	1	.....	3	3	.....	.....	.....	7
.....	2	4	4	5	12	3	2	1	38
3	1	1	.....	.....	.....	9	.....	.....	16
.....	.....	1	2	3	16	4	.....	.....	26
63	69	64	71	60	241	159	84	86	1,046
.....
29	21	32	32	28	57	37	22	35	352
.....	.....	5	2	3	.....	5	2	.....	19
1	.....	.....	.....	.....	.....	.....	.....	.....	3
.....	.....	1	.....	.....	.....	.....	.....	.....	7
.....
1	2	4	2	.....	9	2	1	.....	25
.....
.....	.....	.....	.....	.....	.....	.....	.....	.....	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	3
101	140	132	110	132	192	168	36	208	1,409
92	105	113	101	94	184	114	93	171	1,312
707	1,001	930	839	858	1,465	1,022	383	1,510	11,132
31	41	30	41	45	56	49	25	83	519
11	14	12	15	10	17	18	5	32	168
.....
4	4	1	2	4	4	6	2	6	33
.....	8	4	10	12	13	19	3	9	b103
.....	.....	3	.....	.....	.....	.....	.....	.....	3
.....	.....	.....	.....	.....	10	.....	.....	.....	10
.....
.....	.....	.....	.....	.....	.....	1	.....	1	2
.....	.....	.....	.....	.....	.....	.....	15	.....	15
.....	.....	2	.....	1	.....	2	1	.....	6
.....	.....	.....	2	.....	.....	6	.....	9	17
.....	.....	.....	.....	.....	.....	2	1	2	5
.....	.....	1	1	4	12	19	4	2	43
.....	.....	1	.....	.....	4	.....	.....	.....	5
.....	.....	1	.....	.....	1	.....	2	.....	4
3	.....	6	7	4	34	16	12	7	95
.....	.....	.....	.....	.....	.....	1	.....	.....	1
.....	.....	.....	.....	.....	.....	.....	.....	.....	3
34	30	20	34	24	72	38	66	43	431
.....	.....	.....	.....	.....	.....	1	.....	.....	1
.....	.....	2	.....	.....	12	2	.....	.....	16
.....	2	.....	.....	3	7	1	.....	.....	15
3	.....	.....	2	4	10	.....	1	1	29
.....	.....	1	.....	.....	.....	.....	3	.....	1
.....
.....	.....	.....	.....	.....	7	.....	.....	.....	9
.....	.....	.....	.....	1	.....	.....	.....	1	1
.....	.....	.....	.....	.....	.....	.....	.....	.....	1
.....	.....	.....	.....	.....	13	10	10	2	35
.....	.....	.....	.....	.....	2	1	.....	.....	3
.....	.....	.....	.....	2	2	.....	1	.....	5
3	1	4	3	1	2	.....	.....	.....	14
.....	3	.....	.....	2	6	3	.....	.....	14
79	51	53	49	75	120	108	56	67	706

* The figures for New York City include "mercantile" as well as "factory" certificates.

Table XV—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1905, but re- ported in 1906.	ISSUED		
		Oct.	Nov.	Dec.
ONTARIO COUNTY.				
Canandaigua village.....
Manchester town.....
Shortsville village.....
ORANGE COUNTY.				
Cornwall village.....
Deerpark town.....
Middletown city.....	3	2	1
Montgomery village.....
Newburgh city.....	4	2	3
Newburgh town.....
New Windsor town.....
Port Jervis village.....	1	.....	2
Walden village.....	6	1	1
ORLEANS COUNTY.				
Medina village.....	5	.....	1
Yates town.....
OSWEGO COUNTY.				
Fulton city.....	3	4	.....
Oswego city.....	13	9	6
Pulaski village.....
Schroepfel town.....
Volney town.....
OTSEGO COUNTY.				
Cooperstown village.....
Hartwick town.....
Oneonta town and village.....	1	2	.....
Otsego town.....
PUTNAM COUNTY.				
Southeast town.....
QUEENS COUNTY. (See N. Y. City, Queens Borough.)				
RENSSELAER COUNTY.				
Castleton village.....	2	.....	2
Hoosick Falls village.....
Nassau village.....	2	.....	.....
Sand Lake town.....	2	.....	.....
Schaghticoke village.....	3	.....	2
Troy city.....	14	1	16
Valley Falls village.....
RICHMOND COUNTY. (See N. Y. City, Richmond Borough.)				
ROCKLAND COUNTY.				
Clarkstown town.....
Garnerville village.....
Spring Valley village.....	1	.....	.....
Stony Point town.....
West Haverstraw village.....
ST. LAWRENCE COUNTY.				
Gouverneur village.....	27	1	1	2
Madrid town.....
Massena town.....
Ogdensburg city.....	5	5
Potsdam village.....	1	1	.....
St. Regis Falls village.....
Stockholm town.....
SARATOGA COUNTY.				
Ballston Spa village.....
Burnt Hills village.....

* Month of issue not reported.

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.255

of Health in the Twelve Months Ended September 30, 1906—Continued.

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906.

[illegible]

Table XV—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1905, but re- ported in 1906.	ISSUED		
		Oct.	Nov.	Dec.
SARATOGA COUNTY—Continued.				
Mechanicville village.....				
Milton town.....		1	1	
Saratoga Springs village.....		4	1	
Stillwater town.....				
Waterford village.....			1	2
Waterford town.....			1	3
SCHENECTADY COUNTY.				
Glenville town.....	1			
Niskayuna town.....				
Rotterdam town.....				
Schenectady city.....		1	11	9
Scotia village.....		1	1	
SENECA COUNTY.				
Waterloo village.....		1		
STEUBEN COUNTY.				
Addison village.....				
Corning city.....				
Hornell city.....	e31	2	2	5
Wayland town.....				
SUFFOLK COUNTY.				
Babylon town.....				
Brookhaven town.....		2	2	1
Sag Harbor village.....		8	1	1
TIOGA COUNTY.				
Candor village.....				
Newark Valley village.....	5			2
Owego village.....	3	2		
TOMPKINS COUNTY.				
Ithaca city.....		3	1	2
ULSTER COUNTY.				
Ellenville village.....				3
Kingston city.....		15	11	9
Napanoch town.....		1		
Phoenicia village.....				
Rifton village.....				
Rosendale town.....			3	
Ulster town.....				
Shawangunk town.....				
WARREN COUNTY.				
Glens Falls village.....		2	1	1
Warrensburg village.....				
WASHINGTON COUNTY.				
Fort Ann village.....				
Fort Edward town.....				
Granville village.....				
Greenwich village.....				
Whitehall village.....	1			2
WAYNE COUNTY.				
Clyde village.....		2		
Lincoln village.....				
Lyons village.....		4		
Macedon town.....				
Marion town.....				
Newark village.....		2	3	
Williamson town.....				
Wolcott village.....				

d This total includes 14 certificates with date of issue not given. e Including 7 were notified to recall. g Includes 4 certificates with date of issue not stated. * Month

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.257

of Health in the Twelve Months Ended September 30, 1906—Continued.

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
.....	1	1	2	4	3	1	.....	2	d28
1	.....	.....	.....	.....	.....	.....	.....	.....	3
1	1	7	2	7	1	.....	.....	8	32
.....	.....	.....	.....	.....	1	.....	.....	.....	1
3	1	4	3	6	2	1	1	.....	24
2	1	.....	3	1	.....	2	1	4	18
.....	.....	.....	.....	1	.....	.....	.....	.....	1
.....	.....	1	.....	.....	.....	.....	.....	.....	1
.....	.....	1	.....	.....	1	.....	.....	.....	2
15	11	12	15	6	35	18	9	23	165
.....	.....	.....	.....	.....	3	.....	.....	.....	5
.....	.....	1	.....	.....	1	1	1	.....	5
.....	.....	.....	.....	.....	.....	.....	.....	.....	*1
.....	3	.....	1	.....	.....	.....	.....	.....	4
2	.....	3	5	2	7	4	1	4	37
1	.....	4	2	.....	.....	.....	.....	.....	7
.....	.....	1	.....	.....	.....	.....	.....	.....	1
1	5	1	4	9	8	8	7	2	50
4	1	1	5	1	4	2	4	12	44
1	1	.....	1	.....	.....	.....	.....	.....	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	2
.....	.....	1	.....	.....	1	.....	.....	.....	4
1	1	1	5	.....	2	.....	.....	1	17
.....	2	2	.....	2	4	1	.....	.....	14
8	14	23	14	11	43	38	16	20	222
.....	.....	.....	1	.....	.....	.....	.....	.....	2
.....	.....	.....	.....	.....	2	.....	.....	.....	2
1	1	.....	1	.....	.....	.....	2	.....	89
.....	.....	7	3	9	5	3	3	.....	33
.....	.....	.....	.....	.....	4	1	.....	.....	5
.....	1	.....	.....	.....	1	3	.....	.....	5
3	3	5	5	3	20	9	5	7	64
.....	.....	.....	.....	.....	.....	.....	.....	.....	17
.....	.....	5	1	1	.....	.....	.....	.....	7
.....	.....	.....	.....	.....	.....	.....	1	.....	1
.....	.....	.....	1	2	.....	.....	.....	.....	3
.....	3	2	.....	6	1	1	3	.....	16
.....	.....	2	.....	1	1	.....	1	.....	7
.....	1	.....	.....	1	.....	.....	.....	4	8
.....	.....	.....	.....	.....	2	1	.....	1	4
.....	.....	3	4	1	4	2	.....	.....	18
.....	.....	.....	.....	1	.....	.....	.....	.....	1
.....	.....	.....	.....	.....	6	.....	.....	.....	6
.....	1	3	5	2	23	8	2	1	50
.....	.....	.....	.....	.....	.....	.....	.....	.....	15
.....	.....	.....	.....	1	.....	2	.....	1	4

"vacation certificates" issued in 1905. † "Vacation certificates" which health authorities of issue not reported. ‡ Dates of issue not stated.

Table XV—Children's Employment Certificates Issued by Local Boards

LOCALITY.	Issued before Oct. 1, 1905, but re- ported in 1906.	ISSUED		
		Oct.	Nov.	Dec.
WESTCHESTER COUNTY.				
Bronxville village.....				
Cortlandt town.....		2	1	1
Hastings-on-Hudson village.....			2	
Mt. Vernon city.....		1	2	1
North Tarrytown village.....				
Peekskill village.....		4	4	1
Port Chester village.....	29	7	4	4
Rye village.....				
Yonkers city.....				4
WYOMING COUNTY.				
Perry village.....		1	3	1
Pike village.....				
Silver Springs village.....			3	
Total.....	193	1,901	1,349	1,036

‡ In New York City the figures include "mercantile" as well as "factory" certificates.

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.259

of Health in the Twelve Months Ended September 30, 1906—Concluded.

BETWEEN OCTOBER 1, 1905, AND SEPTEMBER 30, 1906.

Jan.	Feb.	March.	April.	May.	June.	July.	Aug.	Sept.	Total.
.....	.....	.....	.....	.....	1	.....	.....	.....	1
1	3	1	3	4	2	2	3	.....	23
1	.....	.....	.....	.....	1	.....	.....	.....	4
2	3	2	2	2	4	.....	.....	7	26
.....	.....	1	1	.....	1	.....	1	2	6
1	2	9	8	.....	4	6	.....	5	44
2	.....	5	4	.....	5	2	6	5	44
.....	.....	3	.....	.....	1	.....	.....	.....	4
8	5	3	7	1	3	5	4	9	52
.....
2	2	.....	3	5	15	4	2	1	43
.....	.....	.....	.....	.....	2	.....	.....	.....	2
1	.....	.....	1	.....	.....	.....	.....	.....	5
1,484	1,808	1,896	1,805	1,796	3,631	2,566	1,143	2,846	23,299

II.260. NEW YORK STATE DEPARTMENT OF LABOR.

TABLE XVI—CERTIFICATES OF BOILER INSPECTION FILED WITH THE BUREAU OF FACTORY INSPECTION.

[NOTE—In the cities of New York and Buffalo, boilers in factories are inspected under municipal ordinances; outside those cities certificates of boiler inspection must be filed with the Bureau of Factory Inspection. In this table, the unit is the establishment and not the certificate or the number of boilers.]

COUNTY.	FACTORIES IN WHICH BOILERS ARE		
	Insured.	Not insured.	Total.
Albany.....	160	22	182
Allegany.....	17	16	33
Broome.....	80	35	115
Cattaraugus.....	50	39	89
Cayuga.....	31	36	67
Chautauqua.....	79	30	109
Chemung.....	61	13	74
Chenango.....	34	17	51
Clinton.....	19	20	39
Columbia.....	43	12	55
Cortland.....	31	14	45
Delaware.....	69	23	92
Dutchess.....	58	14	72
Erie.....	167	11	178
Essex.....	22	6	28
Franklin.....	26	17	43
Fulton.....	81	20	101
Genesee.....	32	5	37
Greene.....	19	.....	19
Herkimer.....	79	5	84
Jefferson.....	62	20	82
Lewis.....	18	5	23
Livingston.....	24	19	43
Madison.....	34	17	51
Monroe.....	286	33	319
Montgomery.....	83	16	99
Nassau.....	20	45	65
Niagara.....	69	15	84
Oneida.....	175	27	202
Onondaga.....	127	4	131
Ontario.....	37	30	67
Orange.....	75	25	100
Orleans.....	22	17	39
Oswego.....	51	6	57
Otsego.....	36	24	60
Putnam.....	4	.....	4
Rensselaer.....	146	23	169
Rockland.....	28	10	38
St. Lawrence.....	51	42	93
Saratoga.....	76	7	83
Schenectady.....	17	4	21
Schoharie.....	14	14	28
Schuyler.....	9	9	18
Seneca.....	22	8	30
Steuben.....	46	50	96
Suffolk.....	40	29	69
Sullivan.....	13	3	16
Tioga.....	24	18	42
Tompkins.....	39	24	63
Ulster.....	59	22	81
Warren.....	26	5	31
Washington.....	42	11	53
Wayne.....	48	31	79
Westchester.....	70	8	78
Wyoming.....	25	8	33
Yates.....	12	20	32
Total.....	3,088	1,004	4,092
RAILWAY SHOPS, PUMPING STATIONS, ETC.			
Boston & Maine R. R.....	13	.....	13
Erie R. R.....	2	.....	2
New York Central R. R.....	*861	.....	*861
N. Y., N. H. & H. R. R.....	14	.....	14

* Number of inspections, Dec. 28, 1905, to Oct. 31, 1906.

INDUSTRY CLASSIFICATION

Oct. 1, 1905—Sept. 30, 1906.

GROUPS.

- I. STONE, CLAY AND GLASS PRODUCTS.
 - II. METALS, MACHINES AND CONVEYANCES.
 - III. WOOD MANUFACTURES.
 - IV. LEATHER AND RUBBER GOODS.
 - V. CHEMICALS, OILS, PAINTS, ETC.
 - VI. PAPER AND PULP.
 - VII. PRINTING AND PAPER GOODS.
 - VIII. TEXTILES.
 - IX. CLOTHING, MILLINERY, LAUNDRY, ETC.
 - X. FOOD, LIQUORS AND TOBACCO.
 - XI. WATER, LIGHT AND POWER.
 - XII. BUILDING INDUSTRY.
-

GROUP I.

STONE, CLAY, AND GLASS PRODUCTS

1. STONE.

(a) Crushed stone.

(Includes trap rock.)

(b) Cut stone.

(For buildings, monuments, tombstones, etc.)

(c) Hones, slates, mosaics, etc.

Blackboards of slate.

Pumice stone.

Soapstone.

2. MISCELLANEOUS MINERAL PRODUCTS.

(a) Asbestos, graphite, etc.

Carbons

Gas mantles.

Mica.

Talc.

(b) Abrasives.

Emery, carborundum, sandpaper, etc.

3. LIME, CEMENT AND PLASTER.

(a) Asphalt.

(b) Cement and lime.

(c) Plaster (wall and land).

(d) Sifted sand and mortar.

Foundry facings.

(e) Artificial stone.

(f) Plaster casts and ornaments.

4. BRICK, TILE AND POTTERY.

(a) Building brick.

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(b) Terra cotta and fire-clay products.

Alignum.	Flue, furnace and stove linings.
Chimney tops.	Gas retorts.
Crucibles.	Mosaics (ceramic).
Enameled brick.	Sewer pipe.
Fire brick.	Tile.
Fireproofing material, n. e. s.	

(c) Pottery products.

China ware.	Porcelain.
Crockery.	Stone ware.
Earthen ware.	Yellow ware.

5. GLASS.

(a) Building glass.

Cathedral, decorated, obscured, opalescent, plate, stained, window and wire glass; glass signs.

(b) Beveled glass and mirrors.

(c) Pressed, blown and cut glassware.

Bulbs.	Shades.
Chimneys.	Stoppered work.
Globes.	Tableware.
Lamps.	Tubes.
Opal ware.	Vault lights.

(d) Bottles and jars.

Carboys.	Flasks.
Demijohns.	Insulators of glass
Druggists' glassware.	Prescription ware

GROUP II

METALS, MACHINES AND CONVEYANCES

1. GOLD, SILVER AND PRECIOUS STONES.

(a) Silver and plated ware.

(b) Gold and silver refining.

Assaying.
Smelting.

(c) Gold, silver and aluminum leaf.

(d) Gold and silver watch cases.

(e) Jewelry, gold pens, etc.

(f) Lapidary work.

Diamond cutting, mounting, polishing, setting.
Precious stones.

2. COPPER, LEAD, ZINC, ETC.

(a) Smelting and refining.

Babbitt metal.
Solder.
Spelter.

(b) Copper work.

(c) Brass and bronze castings.

Bells.
Foundry work.

(d) Gas and electric fixtures.

(e) Brass and bronze ware, n.e.s.

(f) Sheet metal work.

Cornices.
Enameled ware.
Galvanized iron.
Granite ware.
Japanned ware.

Metal stamping.
Sheet iron work.
Stencils.
Tinsmithing.
Tluware.

(g) Metal goods, not elsewhere specified.

Aluminum.
Glove fasteners.
Hooks and eyes
Lead (sheets, shot, pipe).

Nickel plating.
Tinfoil.
Toys (metal).
Zinc statuary, etc.

3. IRON AND STEEL PRODUCTS.

(a) Ore crushing, etc.

(b) Pig iron.

(Blast furnaces.)

(c) Rolling mills and steel works.

Bloomeries.
Forgings.
Horse shoes.
Nails.
Plates.

Rails.
Rods
Skelp.
Wire rods.

(d) Bridges and structural iron.

Safes and vaults.

(g) Hardware, n.e.s.

(Brass hardware—II, 2, e.)
Locks, screws, traps.

(h) Cutlery.

(i) Tools and dies.

(k) Fire arms.

(m) Metal beds and bedsprings.

Wire mattresses.

(n) Wire work, n.e.s.

Bird cages, hat frames, wire cloth, fences, netting, etc.

(p) Car wheels and railway equipment.

Air brakes.
Axles.
Couplers.

Springs.
Switches.
Trucks (car).

(q) Architectural and ornamental iron work. |

Cast iron columns, lintels, etc.
Doors.
Fire escapes.

Gates and grilles.
Iron railings
Stairs (iron).

(r) Cooking and heating apparatus.

Car heaters.
Furnaces.
Ovens.
Radiators.
Ranges.

Stoves.
Stove castings.
Tanks.
Ventllators.

(s) Typewriting and registering machines.

Car registers.
Cash registers.

(t) Stationary engines, boilers, etc.

Fire engines, gas engines, marine engines.

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(u) Machinery not otherwise classified.

(v) Castings (iron foundry products).

4. ELECTRICAL APPARATUS.

(a) Telegraph, telephone, fire-alarm apparatus.

Annunciators.

Bells (electric).

Patrol alarms.

Switchboards.

Tickers.

Transmitters.

(b) Incandescent lights.

(c) Dynamos, motors, and electrical supplies.

5. VEHICLES.

(a) Carriages, wagons and sleighs.

(Except children's carts and wagons—III, 4, c.)

(b) Blacksmithing and wheelwrighting.

Horseshoeing.

Vehicle wheels.

(c) Cycles.

Also parts, except wheels.

(d) Motor vehicles.

Automobiles, etc.

(e) Cars.

Except railway shops.

(f) Locomotives.

Except railway shops.

(g) Railway repair shops.

The building and repairing of cars and locomotives by railway companies.

6. BOAT AND SHIP BUILDING.

7. AGRICULTURAL IMPLEMENTS.

Artesian well boring tools.

Cane mills.

Cider mills.

Coffee (plantation) machinery.

Cotton choppers, gins, presses, sweeps.

Dairy apparatus.

Ditching machines.

Ensilage cutters, elevators.

Evaporators.

Fence machines.

Gardening implements.

Grinding mills.

Grubbing machines.

Hoes.

Incubators.

Lawn mowers.

Lime spreaders.

Milk testers.

Pumps (hand, horse).

Rice machinery

Road graders and scrapers.

Rollers.

Scoops.

Scythes.

Shovels and spades.

Sickles.

Wind mills.

8. INSTRUMENTS AND APPLIANCES.

(a) Professional and scientific instruments.

Barometers.

Dental appliances.

Engineers and surveyors' instruments.

Nautical instruments

Surgical instruments.

Thermometers.

(b) Optical and photographic apparatus.

Cameras.

Eye glasses.

Lenses.

Microscopes.

(c) Lamps, reflectors, stereopticons, etc.

(Except glass lamps—I, 5, c, and incandescent lamps—II, 4, b.)

Calcium lights.

Lanterns.

Locomotive headlights.

Railway signal lamps.

(d) Clocks and time recorders.

(e) Scales, meters, phonographs, etc.

Balances.

Gas and water meters.

Slot machines.

GROUP III.

WOOD MANUFACTURES.

1. SAW MILL PRODUCTS.

(Including kindling wood.)

2. PLANING MILL PRODUCTS.

(a) House trim.

Sash, doors, blinds, etc.

(b) Packing boxes, crates, etc.

(Including grape baskets.)

(c) Cigar and fancy wood boxes.

3. COOPERAGE.

Barrels, hogsheads, kegs, pails, tubs, etc.

4. WOOD TURNED AND CARVED.

(a) Canes, umbrella sticks, etc.

(Umbrellas—IX, 5, c.)

(c) Wooden toys and novelties.

Advertising signs.

Bicycle specialties (wood).

Blackboards (wood).

Blocks (children's).

Checkers and chessmen.

Dominoes.

Express wagons (children's).

Fishing rods.

Games.

Rulers.

Sleds.

Velocipedes.

Yardsticks.

(e) Other articles and appliances of wood.

Agricultural woodwork (drill heads, plow handles, tongues, trees, etc.).

Artificial limbs.

Barrel covers.

Blocks (wall paper printing).

Blocks (pulley and tackle).

Car woodwork.

Carriage woodwork.

Clothes pins.

Curtain poles.

Duster handles.

Flag poles.

Hames.

Hamper bottoms.

Hat blocks.

Hub blocks (wheel).

Ladders.

Lasts.

Loom parts, and repairs (battens, bobbins, frames, beddles, reeds, shuttles).

Mallets.

Map rolls.

Patterns.

Pipe (water pump, etc.).

Plane handles.

Plates (wood or pulp).

Pulleys.

Saw handles.

Scroll sawing.

Spokes.

Veneer goods.

Wagon woodwork.

Wood carving.

Wood turning.

Woodenware.

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5. FURNITURE AND CABINET WORK.

(a) Furniture and upholstery.

Includes barbers' and dentists' chairs; excludes metal furniture.

(b) Caskets.

(Includes undertakers' supplies.)

(c) Store, office and kitchen fixtures.

Bank fixtures.

Druggists' fixtures.

Billiard and pool balls and
- tables.

Refrigerators.

Saloon fixtures.

Bowling alleys and supplies.

Show cases.

Butchers' fixtures.

Telephone booths.

Church and hall seatings.

Washing machines.

(d) Mirror and picture frames.

(e) Other cabinet work.

Fretwork (wood).

Water-closet seats and tanks.

Grilles (wood).

Wood mantels.

Telephone backs.

6. PIANOS, ORGANS, ETC.

(Including banjos, mandolins, guitars, etc., but not brass instruments
—II, 2, e.)

7 BROOMS, CORK, ETC.

(a) Pulp and fiber goods.

Indurated fiber palls, etc.

(b) Mats and woven goods.

Straw goods.

Willow baskets.

(c) Brooms.

(d) Articles of cork.

(e) Pipes, tobacco.

(f) Fireproofing lumber.

GROUP IV.

LEATHER AND RUBBER GOODS.

1. LEATHER.

2. FURS AND FUR GOODS.

3. LEATHER AND CANVAS GOODS.

(a) Belting, washers, etc.

Leather goods for manufacturers' use.

(b) Saddlery and harness.

Dashboards.

Fenders.

Whips.

(c) Traveling bags and trunks.

(d) Boots and shoes.

(e) Gloves and mittens.

(f) Fancy leather goods.

Purse and small articles of leather for retail trade.

(g) Canvas and sporting goods.

REPORT OF BUREAU OF FACTORY INSPECTION, 1906. II.267

4. RUBBER AND GUTTA PERCHA GOODS.

Atomizers.	Mackintoshes.
Combs (rubber).	Penholders' (rubber).
Dental rubber.	Stamps (rubber).
Dress shields.	Stopples (rubber).
Druggists' goods (rubber).	Trusses.
Gas tubing.	Tubing.

5. ARTICLES OF PEARL, HORN, BONE, HAIR, ETC.

- (a) Pearl buttons, handles, etc.
- (b) Articles of horn, bone, tortoise shell, etc.

Combs.	Sponges.
Composition buttons.	Vegetable ivory.
Knife handles.	Whalebone.
- (c) Brushes.
- (d) Mattresses, pillows, and other articles of hair, feathers, etc.

GROUP V.

CHEMICALS, OILS, PAINTS, ETC.

1. DRUGS AND CHEMICALS.

- (a) Proprietary medicines.
- (b) Sodas and other alkalies.

Alum	Borax.
Baking powder.	Chloride of lime.
Bleaching powder.	Pearl ash.
- (d) Other chemicals and Drugs.

Acids.	Sugar of lead.
Calcium carbide.	Sulphur.
Cream of tartar.	Tanning extracts.
Digestive ferments.	Tin crystals.
Pharmaceutical products.	

2. PAINTS, DYES AND COLORS.

- (a) Paint, varnish, etc.

Acetanellid.	Japans.
Colors in oil.	Lacquers.
Dryers.	Oxides of lead.
Furniture polish.	White lead.
Kalsomine.	Whiting.
- (b) Dyes, colors and inks.

Blacking.	Dyewood.
Bluing.	Inked ribbons (for typewriters etc.).
Carbon paper.	Lampblack.
Dairy colors.	
- (c) Lead pencils and crayons.

3. WOOD ALCOHOL AND ESSENTIAL OILS.

Acetic acid.	Flavoring extracts.
Acetone.	Glycerine.
Distilling wood.	Linseed oil.

4. ANIMAL OIL PRODUCTS.

Beeswax candles.	Lard oil.
Fish oil.	Leather and shoe dressing.
se, tallow, etc.	Stearin.

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5. MINERAL OIL PRODUCTS.

Coke.
Gasoline.
Naphtha.

Paraffine.
Petroleum refining
Wax (paraffine).

6. SOAP, PERFUMERY AND COSMETICS.

Toilet powder.

7. MISCELLANEOUS CHEMICAL PRODUCTS.

(a) Wax figures, etc.

Sealing wax.

(b) Starch.

(c) Glue, mucilage, etc.

Gum.

Sizings.

(d) Fertilizers.

(e) Matches and explosives.

Fireworks.

Gunpowder.

(f) Celluloid and other plastics.

Also creosoted paper.

GROUP VI.

PAPER AND PULP.

1. SORTING WASTE PAPER.

2. PULP AND PAPER.

(a) Pulp mills.

(b) Pulp and paper mills.

(c) Paper mills.

Includes the manufacture, but not the re-working of cardboard, pasteboard, strawboard, etc.

GROUP VII.

PRINTING AND PAPER GOODS.

1. TYPE AND PRINTERS' MATERIALS.

Printers' rollers, steel and copper plates for engraving, etc.

2. PAPER GOODS.

(a) Paper boxes and tubes.

Ribbon blocks.

(b) Paper bags and sacks.

(c) Other paper goods.

Blue print paper.

Cards (cutting, etc.).

Cigarette tubes.

Embossed paper and cards.

Envelopes.

Lace or shelf paper.

Patterns.

Perforated paper

Photo mounts (cards).

3. PRINTING AND BOOK MAKING.

(a) Printing and publishing.

Addressing and mailing.

Composition (linotype) and typesetting.

Stereotyping and electrotyping.

(b) Bookbinding and blank book making.

Numbering, perforating and ruling paper.

Photograph albums.

(c) Lithographing and engraving.

(d) Games and novelties.

Sample cards and toys.

4. WALL PAPER.

5. PHOTOGRAPHY.

GROUP VIII.

TEXTILES.

1. SILK AND SILK GOODS.

(Except knit goods—VIII, 4.)

2. WOOL MANUFACTURES.

(a) Carpets and rugs.

(b) Felt goods.

(c) Woolens and worsteds.

Including cotton mixed and union goods, shoddy, wool extract, wool waste.

3. COTTON GOODS.

Including cotton batting, netting, tape, twine and yarn, waste, etc.

4. HOSIERY AND KNIT GOODS.

Gloves (knit).

Sweaters.

Wristers, etc.

5. OTHER TEXTILES OF SILK, WOOL, OR COTTON.

(a) Dyeing, finishing, etc.

Bleaching.

Mercerizing.

Printing.

Refinishing.

Sponging.

(b) Upholstery goods.

Upholstery bindings, braids, fringes, galloons, gimps, gorings, webbing, lace curtains, etc.

(c) Braids, embroideries and dress trimmings

Bindings (dress).

Chenille trimmings.

Cords (dress).

Passementerie.

6. FLAX, HEMP AND JUTE MANUFACTURES.

Bagging.

Carpets and rugs (jute).

Cordage.

Linen fabrics (woven or knitted).

Linen thread.

Rope (jute, manilla, sisal).

Twine.

Yarn (flax, hemp, jute).

7. OILCLOTH, WINDOW SHADES, ETC.

Crinoline.

Linoleum.

GROUP IX.

CLOTHING, MILLINERY, LAUNDRY, ETC.

1a. TAILORING.

Men's and boys' outer garments—blouses, coats, jackets, overalls, overcoats, suits, trousers, vests, etc.

1b. SHIRTS, COLLARS AND CUFFS.

(Including boys' waists.)

1c. MEN'S NECKWEAR.

1d. SUSPENDERS AND OTHER FURNISHING GOODS FOR MEN.

2a. DRESSMAKING.

Women's and girls' outer garments—cloaks, dresses, jackets, shirt waists, skirts, suits, waists, wrappers.

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2b. WOMEN'S WHITE GOODS.

Lingerie; also handkerchiefs, pillow shams, etc.

2c. INFANTS' WEAR.

2d. LADIES' NECKWEAR, ETC.

Ruffings, ruching, etc.

2e. CORSETS, GARTERS, ETC.

Fans.

Leggings.

3. MEN'S HATS AND CAPS.

4a. ARTIFICIAL FEATHERS AND FLOWERS.

4b. MILLINERY.

5. MISCELLANEOUS NEEDLE WORK.

(a) Curtains, embroideries, etc.

(Flags, regalia.)

(b) Quilts, comfortables, etc.

(c) Umbrellas and parasols.

(Umbrella sticks—III, 4, a.)

6. LAUNDERING, CUSTOM DYEING, ETC.

(a-1) Laundries (non-Chinese).

(a-2) Chinese laundries.

(b) Cleaning and dyeing.

7. CLIP SORTING.

GROUP X.

FOOD, LIQUORS AND TOBACCO.

1a. FLOUR AND OTHER CEREAL PRODUCTS.

1b. SUGAR AND MOLASSES REFINING.

1c. FRUITS AND VEGETABLES, CANNING AND PRESERVING.

Crushed and dried fruits, pickles, preserves, sauces, syrups, etc.

1d. COFFEE AND SPICE ROASTING AND GRINDING.

Mustard.

1e. GROCERIES NOT OTHERWISE SPECIFIED.

Chocolate and cocoa.

Sorting beans.

Salt.

Yeast.

Sifting seed.

2. PROVISIONS.

Slaughter-house and meat packing products, including fish, oysters, etc.

3. DAIRY PRODUCTS.

Butter, cheese, condensed milk, etc.

4. BAKERY PRODUCTS, CONFECTIONERY, ETC.

(a) Macaroni and other food pastes.

(b) Crackers and biscuits.

(c) Bread and other bakery products.

(d) Confectionery and ice cream.

Chewing gum.

Licorice.

5. BEVERAGES.

(a) Artificial ice.

(b) Cider, grape juice, etc.

(c) Mineral and soda waters.

(d) Malt.

(e) Malt liquors.

(f) Vinous and distilled liquors.

(g) Miscellaneous bottling.

(Including bottle cleaning and sorting.)

6. TOBACCO PRODUCTS.

(a) Tobacco and snuff.

(b) Cigars.

(c) Cigarettes.

GROUP XI.

WATER, LIGHT AND POWER.

1. WATER.

2. GAS.

4. ELECTRIC LIGHT AND POWER.

5. STEAM HEAT AND POWER.

6. GARBAGE DISPOSAL, ETC.

GROUP XII.

BUILDING INDUSTRY.

A. CARPENTERS' SHOPS.

Including stair building.

B. PAINT SHOPS.

Decorating, glazing, paper hanging.

C. PLUMBERS' SHOPS.

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NEW YORK STATE DEPARTMENT OF LABOR

TWENTIETH ANNUAL REPORT

OF THE

BOARD OF MEDIATION AND ARBITRATION

FOR TWELVE MONTHS ENDED SEPTEMBER 80,

1906.

**TRANSMITTED TO THE LEGISLATURE APRIL 12, 1907, AS PART III OF THE
SIXTH ANNUAL REPORT OF THE DEPARTMENT OF LABOR**



**ALBANY
STATE DEPARTMENT OF LABOR**

1907

NEW YORK STATE BOARD OF MEDIATION AND ARBITRATION.

P. TECUMSEH SHERMAN, Commissioner of Labor.

JOHN WILLIAMS, First Deputy Commissioner.

JOHN LUNDRIGAN, Second Deputy Commissioner.

BUREAU OF MEDIATION AND ARBITRATION.

JOHN LUNDRIGAN, Deputy Commissioner, in charge.

ROBERT W. HAWTHORNE, Mediator of Industrial Disputes (*Resigned Oct. 4, 1906*).

CHARLES F. MILLER, JR., Clerk.

JOHN J. BEALIN, Special Agent.

STATE OF NEW YORK

No. 30 C.

IN ASSEMBLY

APRIL 12, 1907.

TWENTIETH ANNUAL REPORT

OF THE

BOARD OF MEDIATION AND ARBITRATION.

STATE OF NEW YORK,

DEPARTMENT OF LABOR,

ALBANY, *April* 11, 1907.

To the Speaker of the Assembly:

SIR.—In accordance with the provisions of chapter 9 of the Laws of 1901 and article 10 of chapter 415 of the Laws of 1897, I herewith transmit to the Legislature, as part of the sixth annual report of the Department of Labor, the report of the Bureau of Mediation and Arbitration for the twelve months ended September 30, 1906, constituting the twentieth annual report of the State Board of Mediation and Arbitration.

Yours respectfully,

P. TECUMSEH SHERMAN,

Commissioner.

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I

ANNUAL REPORT OF THE BUREAU OF MEDIATION AND ARBITRATION.

The general industrial situation in the state presents a more peaceable and promising outlook at this time than it did a year ago. While there has been more than the general average of small industrial disturbances throughout the year, they have left the trades in which they occurred, with few exceptions, in a more stable condition. For instance, last year there was much dissatisfaction experienced in labor circles in Greater New York over the workings of the arbitration agreement in the building trades, and there seemed to be a strong undercurrent of resistance to its continuance; but the facility with which the agreements were renewed this year in the majority of the trades disposed of the apprehension that there might be a serious controversy. There was, and it would seem with some foundation, a complaint prevalent in labor circles that the arbitration decisions under this agreement had been reached rather slowly; causing, as the work-people claimed, a detrimental delay, so that in cases though the decision might be favorable to the workers, it came too late to be of any value; as, for instance, after the completion of work on which the controversy existed, leaving no redress to the complainant. Complaints of this character have very largely decreased, which would indicate that the arbitration agreement is adjusting itself to its surroundings.

The total number of strikes and lockouts recorded for this year was 245 as compared with 154 for the previous year — an increase of 91 disputes. The causes, with the number of strikes resulting from each, were as follows:

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The most prolific cause of dispute was demands for increase in wages. The absence of sympathetic strikes would seem to indicate a closer observance of trade or working agreements, and should have a tendency to encourage the principle of mutual bargaining.

The aggregate number of persons engaged in all of these strikes was 56,454, which is approximately the same as the number directly engaged in the 154 disputes reported last year. The number of work-days lost by all employees concerned whether directly or indirectly was 1,668,781, as against 1,277,996 work-days lost in the previous year.

During the year there have existed two prolonged general strikes, national in character. The largest and most important, in point of numbers involved, was that of the printers or typographical trades for the general establishment of the eight-hour day in the printing industry, which began in shops where agreements had expired during the latter part of last year and became general January 1, 1906. The issue in this strike was clearly drawn, both parties to the contest being highly organized, and after apparently exhausting every agency for amicable settlement, determining to engage in a contest of endurance. At this time the strike is still pending, with both parties claiming the advantage. A full account of this strike, so far as it affects our state, will be found in later pages of this report. The other general strike was that of the lithographing trade, which began August 1, 1906, and was also national in its character, and the object of which was the general establishment of the eight-hour day. The conditions and circumstances attending this strike were almost exactly similar to that of the printers, except that a smaller number was concerned in our state. A detailed account of it is contained in this report. The structural iron workers have been engaged in a series of strikes which might be termed general in character, directed mostly against The American Bridge Company and its auxiliary corporations or sub-contractors. This Bureau made several efforts to effect conciliation in the dispute, which were continued until the situation seems to have adjusted itself. We have no means of judging to what extent such efforts

contributed toward the restoration of normal conditions, which at present obtain in this industry. Another important strike was that of the Great Lakes' transport workers for recognition of the Mates and Pilots' Union by the Lake Carriers' Association and the ten-hour day for dock workers. The direction of this dispute was outside of the jurisdiction of the state of New York, it being directed from Cleveland, Ohio, and Detroit, Mich. Nevertheless, its effects were seriously felt in our state, principally at the port of Buffalo. The strike lasted nine days, during which period lake freight transportation and incidental industry were practically suspended.

During the year there was extensive disturbance in the iron molding industry, caused by local demands for an increase in wages in what might be termed "districts" or localities. The Buffalo district, including Niagara Falls and Lockport, the Albany district, including Troy, Cohoes and adjacent communities and the city of Syracuse were affected. Those strikes were independent of each other, were inaugurated at separate times, and in some instances included other foundry workers. The increases asked for also varied. In nearly every instance representatives of the Bureau made some effort toward adjustment of these disputes. In most cases speedy settlements were effected, usually through conferences of representatives of the employers and employed, and in the form of a compromise. In the city of Buffalo, however, the employers (nearly all of whom are members of the Buffalo Metal Trades Association) declared their intention to maintain the "open shop," and proceeded to undertake the operation of their plants with non-union workmen. The effect of this was very largely to demoralize the iron-molding industry in that locality, and while many of the employers claim that they successfully maintained operation of their plants, it was at the expense of largely decreased output. Although more or less general settlement was effected in this dispute it does not appear that this will be permanent, as some of the employers are still, and they claim successfully, undertaking to maintain the "open shop."

One of the largest strikes of the year was that in the brick-

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making industry of the Hudson River Valley. In this the majority of participants were unskilled workmen and the strike also has the distinction of being the only one which necessitated the calling out of the National Guard to preserve the peace. In connection with the dispute there was an average increase in wages for the workmen in this industry of approximately eleven per cent. At the same time the strike must for the most part be recorded as having failed, owing to the fact that the increase was in most cases granted in anticipation of the demands of the workpeople's organization and to the fact that the organization itself failed to secure the recognition for which it was contending.

Perhaps the most important strike confined to a single community or locality was that of the car workers employed by three of the trunk line railroads at Buffalo and the Niagara frontier. The seriousness of this strike will perhaps be more clearly indicated by referring to the fact that six years ago a similar strike occurred in this same industry and locality, which very seriously interrupted railroad freight traffic and completely suspended the building and repair of railroad rolling stock. The result of the previous strike was favorable to the workpeople, resulting in an increase in wages and the formation of an International Union of Car Workers, which organization conducted the strike this year. Knowledge of this dispute did not come to the Bureau until the strike had actually taken place and negotiations for its settlement had apparently failed, with the employers on the point of attempting to fill the places of the strikers. The Bureau undertook to secure conciliation, in which effort it was successful, with the result that a settlement satisfactory to all of the contending forces, carrying with it an increase in wages, was effected and the strike terminated. We feel justified in saying that had this accomplishment been the sum total of the work of the Bureau for the year, it would have more than repaid the cost of its maintenance in view of the restriction of business and loss of working time for the workpeople thereby prevented.

While the foregoing were the most prominent disputes of special character, among the other two hundred and more were many of

importance, involving a considerable number of industries and large numbers of workpeople. Our records show that the Bureau took some official action in many of these disputes, which in many instances had some direct influence in bringing about settlements. It is safe to say that in no case did our intervention tend to prolong a dispute. Among the disputes to which personal attention was given, the following may be mentioned. In the strike of the brickmakers along the Hudson river, as before indicated, the Bureau was very active, its representative being constantly in touch with all of the parties to the controversy in an effort to effect conciliation or arbitration. In the strike of the funeral coach drivers in New York City, the Bureau was directly instrumental in settling the strike in the lower portion of the city. In addition to this it assisted in arranging the conference which resulted in a settlement in the uptown district. Conferences were arranged by the Bureau in the carpenters' strike in Brooklyn, and although no agreement was reached at such conferences, the dispute was eventually settled. The Bureau was also the sole instrument in settling a strike of wire workers in Brooklyn. It also succeeded in averting a strike of rockmen and excavators at Port Chester, having been invited to intervene in the matter by the workpeople. Upon its recommendation the strike was averted.

In addition to the foregoing, the Bureau exercised some form of personal intervention through its representative in the following disputes: Boiler makers at Buffalo and North Tonawanda; knitters at Amsterdam; garment workers at Buffalo; Syracuse cigar makers; Lyon Mountain mineworkers; Newburgh street railway employees, and Buffalo carworkers. In many other disputes intervention was of such form as to be scarcely susceptible of record; as, for instance, advice or information furnished one or both parties to a dispute, which may or may not have prevented or assisted in its settlement. We desire to call attention to the fact that intervention in disputes generally is a function which cannot well be regulated either as to time, place, or character, except that speaking generally, the policy of the Bureau has

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been to get in touch with the parties to the dispute (before stoppage of work, if possible), and if possible secure conciliation either alone or in co-operation with others; or, failing in this, to encourage or provide for local arbitration. We have made a special effort to promote the incorporation of arbitration provisions in local or general trade agreements.

Early in the year a special effort was made by the Bureau to encourage and promote the formation of local agencies for mediation, conciliation and arbitration in localities where such did not exist. We also prepared and generally circulated a pamphlet briefly defining the objects, duties and powers of the Bureau, and in response to many requests, supplemented the foregoing with a plan for local or trade arbitration. The initiatory step was taken by sending the following letter to organizations and individuals active in the industrial interests of our State:

"DEAR SIR: The experience of this Bureau has been, and continues to be, that local agencies or boards of conciliation, mediation or arbitration are more feasible and effective than general or State boards in the adjustment of industrial disputes, and especially in their prevention. Therefore, it is our intention and desire to, so far as possible, promote and encourage the formation of such boards or agencies in every industrial locality of our State, and to give them all the assistance and coöperation possible.

"We realize that it is difficult to secure interest in a subject of this character during a period of industrial peace, and practically impossible during a period of industrial war.

"Study, observation and practical experience have, in our judgment, demonstrated the fact that trade agreements or collective bargaining has proven the most effective method of preventing interruptions of industries in the form of strikes or lockouts. Notwithstanding the application of this principle, many apparently unnecessary strikes and lockouts still occur which could be avoided if some method of procedure could be imposed which would (by moral obligation at least) require the application of the principle of conciliation, mediation or arbitration. With this object in view, the Bureau is now endeavoring to provide some equitable method or agency of a local character which will meet this condition. In order that this suggestion be put in successful operation, the coöperation of every organization and individual interested is necessary and is earnestly requested.

"A copy of this letter is being sent to all local organized bodies of employers and central councils of labor organizations, as well as to individuals who our records show have displayed interest in the industrial situation, the object being to invite plans or suggestions which may be utilized in preparing some general plan which it is hoped may meet the general or local requirements.

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A full discussion is invited, and the courtesy of a reply embodying your views is requested.

"This Bureau will cheerfully furnish any information or data in its possession, or if desired, submit a general scheme or plan covering the proposition referred to. We wish to emphasize the fact that there is no intention or desire to interfere in any way in localities where agencies or boards herein referred to now exist, but rather to, so far as possible, coöperate with and assist them.

Very truly yours,

(Signed) JOHN LUNDRIGAN,

Second Deputy Commissioner of Labor

In charge of Bureau of Mediation and Arbitration."

The city of New York was not included in this proposition, owing to the fact that there are already in existence in that city several methods or agencies intended to perform the functions of preventing or adjusting industrial disputes, the most prominent of which is the general arbitration plan governing such conditions in the building trades, as well as many others of the same general nature or intent covering specific trades and industries. These agencies or plans have been changed or amended from time to time as it was found necessary, and believing they will eventually work out in practice the plan or system best suited for the locality, we have refrained from anything that might savor of interference, unless otherwise requested.

Many responses to our circular letter were received, which, with one or two exceptions, heartily commended the principle involved, but at the same time almost invariably requested that we present some plan to carry out the proposition. In response to these requests we prepared and submitted, where requested, the following general plan, which, together with the letter accompanying it, is here reproduced.

TENTATIVE PLAN FOR LOCAL BOARDS OF CONCILIATION AND ARBITRATION OF INDUSTRIAL DISPUTES SUGGESTED BY NEW YORK STATE BUREAU OF MEDIATION AND ARBITRATION.

So far as possible all organizations of both employers and employees now existing or to be found in any trade or industry should come together and enter into a general agreement which shall provide that no organization nor any of its members shall engage in strike or lockout until any dispute affecting either of them shall have been subjected to mediation, conciliation or arbitration as hereinafter provided.

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First. Each separate organization of employers and employees shall annually or semi-annually elect two of its members to serve on a board to be known as the Conciliation and Arbitration Board for such industry or trade within the local territory over which the organized parties to this agreement have jurisdiction, who shall serve until their successors are elected and qualify, except as hereinafter provided.

Second. The members so elected shall forthwith meet in joint session and organize as the Board of Conciliation and Arbitration for the industry or trade they represent, by electing a President and Secretary (one of whom shall be from the employers' and one from the employees' organization) and such other officers as they may deem necessary, and shall designate time and place of meeting, etc.

Third. It is mutually agreed that disputes or disagreements which may hereafter arise, affecting agreements or relations between employers and employees in this industry or trade, which cannot be settled satisfactorily by the parties directly interested, shall be referred to the Board provided for and established by this agreement. The parties or organization who originated the dispute shall submit it in writing and addressed to the Chairman of the Board, setting forth all of the facts, claims or contentions relating thereto.

Fourth. Whenever a dispute or contention is referred to or submitted to the Board, the Chairman shall appoint a meeting of the Board to be held within ten days from the date of receipt of written statement of such dispute, of which all members of the Board shall be notified. Should any member be unable to attend, or should the matter in dispute affect him personally other than as a member of his organization, such organization shall designate another of its members to act in his place for the disposition of that particular dispute only.

Fifth. The Board shall have full power to investigate and determine any contention or dispute referred to it, and any decision arrived at by a majority of its members shall be final and binding on the parties to this agreement.

Sixth. Should the Board be unable to reach an agreement within fifteen days after a complaint has been referred to it, they shall proceed (unless requested in writing by both parties to the dispute to continue their efforts to reach an agreement) forthwith to select an umpire to whom the whole subject-matter shall be referred; the members of the Board to have the right to act as counsel for the interests they represent.

Seventh. Unless granted further time by a majority vote of the Board, the umpire shall be required to furnish a decision within twenty days from the date of the submission of the dispute to him, such decision to be final and binding on all parties to the dispute.

Eighth. Should the Board fail to agree on the selection of an umpire within twenty days after the date on which the dispute was originally referred to them, it is agreed that the county judge for the county in which the parties to the dispute maintain their official residences shall designate the umpire.

"The accompanying plan or synopsis of a plan for the establishment of local boards of conciliation and arbitration is presented as the result of many requests from various industrial organizations throughout our state. We do

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not consider it as perfect, or as a whole applicable to every condition or locality. We do, however, believe that any plan based on these general lines will prevent many strikes and lockouts that now occur solely because there has been little or not any discussion of the question at issue. We desire to again mention the fact that there is no desire or intention on our part to interfere with existing plans which are working satisfactorily. Our sole purpose is to assist in providing some method by which satisfactory relations may be established between employers and employees without resort to strikes and lockouts, and the resultant loss and inconvenience to the parties to the strike and to the general public.

"We invite suggestions and criticisms, and recommend that where advisable or necessary the plan be changed to conform to local conditions. The Bureau will be pleased to coöperate in this or any other matter having for its object industrial peace.

Very truly yours,
(Signed) JOHN LUNDRIGAN,
Member of Board of Mediation and Arbitration."

The idea, or object, as we have tried to explain, is not to inflict this or any other hard and fast plan on any section or locality, but rather to provide an agency which will tend to promote the prevention of strikes and lockouts until there has at least been an intelligent discussion of the questions at issue by the parties directly interested.

Another subject which experience has shown to be not clearly understood, or greatly misunderstood, is the functions and duties of the Bureau of Mediation and Arbitration. We have prepared a leaflet containing a brief synopsis of this subject, which we furnish on request or as occasion seems to require, which is here reproduced.

NEW YORK STATE DEPARTMENT OF LABOR, CAPITOL, ALBANY,
Branch office,* 120 E. 18th street, New York City. Telephone 5437 Gramercy.
OBJECTS, DUTIES AND POWERS OF THE BUREAU OF MEDIATION
AND ARBITRATION.

This Bureau performs practically all of the duties provided by law for the State Board of Mediation and Arbitration, and is under the personal direction of a member of said Board.

The object of the Department of Labor is to make this Bureau as effective as possible in the prevention or settlement of industrial disputes through mediation and conciliation, by coöperating with the parties at interest or affected by such disputes. Where a dispute has been submitted to local arbitration, the Bureau can aid the arbitrators in their work by placing at their

* The New York sub-office is about to be removed to 114-116 East 28th street.

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disposal a record of the economic conditions of the State, covering a period of twenty-two years, including rates of wages, hours of labor, duration of employment, actual or average earnings in the various trades and locations, decisions of the courts in labor cases, trade agreements, etc. We are ready and willing to give such advice or information whenever needed.

Should occasion warrant, the Bureau can promptly avail itself of the services of the full Board of Mediation and Arbitration, the powers and duties of which are set forth in Art. X, Chap. 415, of the Laws of 1897, known as the "Labor Law."

The Mediator of Industrial Disputes, whose permanent headquarters are at New York City, is empowered to act as a mediator between employers and employees in order to bring about a reconciliation of any industrial dispute or contention which may occur or which may be likely to occur.

Whenever the services of the Bureau are required, a personal request, letter, or telegram addressed to Mr. John Lundrigan, Second Deputy Commissioner of Labor, Capitol, Albany, New York, or Mr. Robert W. Hawthorne, Industrial Mediator, 120 E. 18th street,* New York City, will meet with prompt attention.

The Bureau undertakes to collect, compile, and report all information relative to industrial disputes occurring within our state, and inasmuch as this information is only valuable in the same degree as it is correct (the principal value being to those engaged in industrial enterprises, both as employers and employees), we ask and expect your hearty coöperation in the securing of such information.

The Bureau desires to furnish every assistance and encouragement toward the formation of local boards or agencies of conciliation, mediation, and arbitration.

JOHN LUNDRIGAN,
Member State Board of Mediation and Arbitration.
ROBERT W. HAWTHORNE,
Mediator of Industrial Disputes.

As in most work of this character, it is impossible to measure results with effort. We are unable to define what proportion of influence our action may have had. We have the satisfaction, however, of knowing that the principle of mutual bargaining or trade agreement is continually securing wider application, and that a much larger percentage of such agreements contains the feature of local or trade arbitration. And if the almost complete absence of sympathetic strikes is to be taken as an indication, such agreements are being observed.

We desire to offer the following suggestion to employers. It is our observation that generally they have been the imitators of

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the workpeople rather than their instructors in the subject of proper regulation of the industrial question in so far as it relates to or deals with the relations between employer and employed. It is our judgment that good results would be obtained by employers, and especially those who employ large numbers of workmen, if they would carry still further this imitation by the establishment of what might be termed "departments of industry or employment" as a part of the industry or establishment which they control, the individual head of which would occupy the same relation to the employer or industry that the business agent or chairman of the general or executive committee now occupies to the labor organization. The effect would be that instead of several foremen or heads of departments taking valuable time from their special or particular duties to deal with questions affecting the workpeople individually or collectively, and none of which perhaps they have authority to determine, there would be a more or less trained and experienced individual whose first or principal duty would be to investigate and determine or recommend to the management proper determination in such matters. The result would be that most strikes which occur through lack of proper investigation or misunderstanding would be avoided, along with a proportionate increase in the industrial efficiency of the State; and at the same time it would assure a more friendly feeling between the employer and employed, which is now often embittered by the fact that the necessities of personal application to other details of administration either prevent the executive management from giving prompt attention to the employees' grievances or even from knowing of their existence, which is readily mistaken for lack of interest or indifference. Our records show that a very large percentage of strikes are admitted to be the results of misunderstandings.

There have been some disputes this year and during previous years that experience leads us to believe would have been proper subjects for investigation (compulsory, if necessary). In fact, we believe good results would follow the adoption of the principle of public investigation in all important labor disputes, for the reason that many disputes become either strikes or lockouts on account of the unreasonable attitude of one or the other (possibly

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both) of the contending forces, and if it were an established practice to make such investigation, the disposition to enter into such disputes would be discouraged. This policy has not been practiced by the Bureau for the reason that whatever power the Department of Labor possesses in the premises is vested in the Board of Mediation and Arbitration, and two of the three members of that board are so completely engrossed in the work of the Bureau of Factory Inspection that they are not available for other departmental duties. This is likewise true of the assistant to the second deputy commissioner, who is nominally a part of the staff of this bureau. Believing that the general disposition of disputes should be localized so far as possible, and in order that the Bureau may be in a position to apply that principle to the function of investigation and that such function of investigation be shorn as much as possible of the feature of official or State interference, we recommend that the Bureau be vested with powers of compulsory investigation of industrial disputes, and that provision be made for a board of investigation to consist of the official in charge of the Bureau, together with two citizens to be designated by such official as members of a board of investigation, the two citizens so designated to have for the purposes of investigation coördinate powers with the official who appoints them, and to serve only during the investigation of the particular dispute for which they were appointed. We also recommend the substitution of a secretary to the Bureau instead of or in place of the assistant to the second deputy commissioner. The object of the last recommendation is to complete the present staff of the Bureau numerically, and in order that office files, records, and correspondence of the Bureau may be in charge of a competent official with practical knowledge of the subject and the judgment necessary to properly dispose of routine office work, and keep the field staff properly advised on industrial conditions. The statutes (Labor Law, § 141) now provide for such a secretary, but there is no appropriation for his salary.

There is an increasing tendency among both employers and employees to call upon the Bureau for advice, information, and assistance; and it has been gradually extending its field of usefulness in building up a greater confidence in it on the part of those

to whom it can be of service. While still far short of its possibilities, considerable progress has been made during the year in enlarging its sources of information, developing its systems of investigation into and coöperation in the adjustment of industrial disputes, and demonstrating successful methods of preventing disputes. With the increased powers and facilities which would follow the application of the recommendations herein contained, there is no doubt but that its usefulness and effectiveness would be greatly enhanced.

Respectfully submitted,

(Signed) JOHN LUNDRIGAN,
*Second Deputy Commissioner of Labor, in Charge
of Bureau of Mediation and Arbitration.*

MENT OF LABOR.

† In all cases by individual representatives of the Bureau, and, unless otherwise stated, after suspension of work.
 * Two disputes in statistics of strikes and lockouts.

II.

STATISTICS OF STRIKES AND LOCKOUTS.

During the year ended September 30, 1906, there were begun in this State 245 strikes and lockouts of sufficient importance to be included in the Bureau's annual statistics of such disputes.* This is a much larger number of disputes than has been recorded for any year since 1900, as may be seen in the summary below. On the other hand, the number of employees involved in disputes this year was less than in any other of the last four years, and the total loss of working time, while it exceeded that of last year, was far below that of 1902 or 1903. Except for the fact that disputes were more numerous, therefore the year 1906 compares fairly well with 1905, and very favorably with 1903 or 1904. Disturbance of peaceful industrial relations was greater in 1906, however, than in 1901 or 1902.

STRIKES AND LOCKOUTS IN NEW YORK STATE, 1901-1906.

YEAR ENDED Sept. 30—	NO. OF EMPLOYEES INVOLVED.				NO. OF WORKING DAYS LOST.		
	Number.	Directly.	Indirectly.	Total.	Directly.	Indirectly.	Total.
1901 (9 mos.)†	130	22,205	22,851	45,056	502,166	317,501	820,667
1902†.....	138	34,281	3,676	39,957	497,204	70,511	567,715
1903.....	202	100,133	18,258	118,391	3,473,091	685,653	4,158,744
1904.....	124	57,308	51,225	108,533	1,840,554	1,658,907	3,499,461
1905.....	154	52,564	22,053	74,617	†922,775	355,221	†1,277,996
1906.....	245	56,454	7,252	63,706	1,568,245	100,036	1,668,281

NUMBER OF DISPUTES.

The notably larger number of disputes this year as compared with other years since 1900 was due principally to increases in the building, transportation, clothing and textile industries as revealed by the following comparison in which the figures for

*According to the standing rule of the bureau, no dispute involving less than ten employees is recorded except when such a dispute acquires some importance by reason of long duration.

† Corrected for the twelve disputes pending in last year's report by the addition of the following lost time to that included in the report. For the Syracuse horseshoers (see p. 32 of 1905 report), 1,200 days; for the Troy collar starchers (p. 38), 85,000 days; for the printers' strikes for the eight-hour day (p. 36), which are still pending as the present report goes to press, time lost during the report year 1906 amounting to 39,600 days in Buffalo, 32,800 in Rochester, 4,800 in Syracuse and 9,300 in Watertown. In the other six cases the total lost time did not exceed that credited in last year's report.

‡ Revised figures.

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1906 are taken from Table II, following this analysis, where the principal facts as to disputes are given for each industry and its different branches.

	1902.	1903.	1904.	1905.	1906.
1-a Agriculture.....	1	....	....	....	....
1-c Fisheries.....	1	....	....	....	1
1. Stone, Clay, glass products.....	5	8	2	13	12
2. Metals, machines, conveyors.....	49	48	24	26	30
3. Wood manufactures.....	4	7	3	7	10
4. Leather and rubber goods.....	7	5	6	3	4
5. Chemicals, oils, paints.....	1	2	1	....	2
6. Paper and pulp.....	6	14	5	1	3
7. Printing and paper goods.....	7	2	5	13	10
8. Textiles.....	9	12	9	7	17
9. Clothing, millinery, laundering.....	4	16	8	11	22
10. Food liquors, tobacco.....	10	6	7	8	8
11. Water, light, power.....	1	3	....	1	2
12. Building industry.....	25	69	40	53	85
13. Transportation and communication.....	7	9	14	9	31
14. Trade.....	....	....	....	2	2
15. Hotels, restaurants, etc.....	1	1	....	....	4
16. Professions (theaters).....	....	....	....	....	2
Total.....	138	202	124	154	245

EMPLOYEES AFFECTED.

In the table below the number of employees affected by disputes in each industry is given for 1906 and for each preceding year since 1901.

INDUSTRY.	NUMBER OF EMPLOYEES DIRECTLY AND IN-DIRECTLY AFFECTED BY DISPUTES IN—				
	1902.	1903.	1904.	1905.	1906.
-a. Agriculture.....	150	.....	.....	.....	.....
1-c. Fisheries.....	270	.....	.....	.....	80
1. Stone, Clay, glass products.....	555	2,029	510	3,483	6,512
2. Metals, machines, conveyances.....	14,088	14,514	8,515	3,181	8,634
3. Wood manufactures.....	1,273	942	119	1,015	533
4. Leather and rubber goods.....	1,220	4,525	2,799	232	632
5. Chemicals, oils, paints.....	110	71	75	....	105
6. Paper and pulp.....	1,851	1,903	485	70	96
7. Printing and paper goods.....	492	378	2,228	1,267	4,207
8. Textiles.....	628	2,180	531	1,487	2,673
9. Clothing, millinery, etc.....	3,028	5,573	37,623	21,625	9,506
10. Food, liquors, tobacco.....	1,378	1,864	1,263	2,546	1,684
11. Water, light, power.....	31	113	.....	19	55
12. Building industry.....	11,310	79,719	37,554	33,766	21,801
13. Transportation, communication.....	1,559	4,521	16,831	5,658	6,365
14. Trade.....	....	....	....	268	310
15. Hotels, restaurants, etc.....	14	57	373
16. Professions (theaters).....	140
Total..	37,957	118,391	108,533	74,617	63,706

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The largest number affected this year was in the building industry followed in order by the clothing, metal, mineral, transportation and printing industries as those most prominent in respect of number involved in disputes. It will be seen that the building industry has been first in this respect ever since 1902 with the clothing industry second since 1903. The most notable fact in the comparison with previous years, however, in the large decrease this year in numbers affected in both those industries in spite of the conspicuous increase in number of disputes in each as above noted. It is noticeable also that the marked increase this year in number of disputes in transportation caused scarcely any increase in number of employees affected in that industry. The prominent increase this year in number of employees involved in disputes were in the metal, mineral and printing industries.

A classification of the disputes of 1906 according to number of employees directly involved, with comparative figures for 1905, is as follows:

Employees directly involved.	1906.		1905.	
	Number.	Per cent.	Number.	Per cent.
1-9.....	5	2.0	.....	.....
10-19.....	27	11.0	26	16.6
20-49.....	70	28.6	54	35.0
50-99.....	56	22.9	22	14.3
100-199.....	33	13.5	24	15.6
200-499.....	27	11.0	16	10.4
500-999.....	10	4.1	2	1.3
1,000 +.....	17	6.9	10	6.5
Total.....	245	100.0	154	100.0

Disputes with from 20 to 49 direct participants were most numerous followed by the class with 50 to 99 participants while the two grades together, that is, disputes with from 20 to 99 employees directly involved, constituted fifty percent of the total number. It will be seen that the proportion of disputes of small dimensions (less than 50 participants) was less this year than last and that the proportion of larger disputes (200 or more directly concerned) was greater. That in the face of this fact the total number of disputants this year, with a far greater

number of disputes, was but little larger than last, as previously indicated, is due to a greater number of very large disputes last year in the class with 1,000+ employees directly involved. Thus there were last year four disputes each of which involved 4,000 or more workpeople, with a total of 32,190 for the four, as compared with only one such this year, namely, one with 6,000 workers as direct participants.

DURATION OF DISPUTES.

In addition to number of employees involved, the duration of disputes is of principal significance in measuring the importance of industrial disputes. In General Table VI in following pages the disputes of 1906 are classified according to duration measured in working days and below is a condensed summary of that table. The great majority of the disputes did not exceed one month (4 weeks) in duration. In respect of working time lost the few disputes of long duration in the class of 25 weeks or over are most conspicuous accounting, as they do, for 46 percent of the total lost time in all the year's disputes.

DURATION.	Number of disputes.	Employees directly concerned.	Aggregate duration.
Under 1 week.....	93	10,270	23,733
1 week and under 2 weeks.....	43	6,546	51,396
2 weeks and under 4 weeks.....	53	12,237	169,863
4 weeks and under 6 weeks.....	19	11,451	192,647
6 weeks and under 8 weeks.....	9	5,337	173,734
8 weeks and under 10 weeks.....	6	782	35,943
10 weeks and under 15 weeks.....	6	1,542	92,101
15 weeks and under 20 weeks.....	1	380	36,480
20 weeks and under 25 weeks.....	3	963	54,900
25 weeks or over.....	7	6,637	726,136
Indefinite.....	5	309	11,312
Total.....	245	56,454	1,568,245

The aggregate duration of disputes, or total working time lost, in which both the elements of numbers involved and duration are combined, constitutes the best general measure of the disturbance of industry by industrial disputes and in the following

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table are given the totals of working days lost in 1906 in each industry with comparative figures for the years 1902-1905.

AGGREGATE DURATION OF DISPUTES BEGUN IN—					
	1902.	1903.	1904.	1905.	1906.
1-a. Agriculture.....	300	.....	.....	.....	.....
1-c. Fisheries.....	16,200	.....	.....	.....	1,680
1. Stone, clay, glass products	7,617	82,959	5,070	64,659	100,652
2. Metals, machines, conveyances.....	134,642	330,812	242,449	51,874	160,573
3. Wood manufactures.....	45,190	52,250	825	20,395	9,820
4. Leather and rubber goods..	38,633	174,005	401,815	4,998	27,701
5. Chemicals, oils, paints.....	660	1,292	525	.....	445
6. Paper and pulp.....	9,082	25,636	3,099	1,540	272
7. Printing and paper goods..	26,018	9,790	68,429	109,692	611,648
8. Textiles.....	23,908	44,891	17,528	32,682	36,352
9. Clothing, millinery, laundering.....	36,784	133,072	930,517	399,037	219,549
10. Food, liquors, tobacco.....	29,809	35,762	43,866	37,459	23,453
11. Water, light, power.....	1,488	4,586	.....	19	820
12. Building industry.....	159,874	3,165,127	1,209,574	513,677	421,167
13. Transportation and communication.....	36,835	89,178	575,764	41,946	52,044
14. Trade.....	.....	.....	.....	18	1,430
15. Hotels, restaurants, etc....	675	684	.....	.....	283
16. Professions (Theaters).....	.....	.....	.....	.....	392
Total.....	567,715	4,150,044	3,499,461	1,277,996	1,668,281

The printing industry suffered most from disputes this year and there was nearly five times as much lost time in that industry in 1906 as in any other of the last five years. After printing, the building trades suffered most conspicuously in 1906, but the notable fact here is a decrease as compared with 1903, 1904 or 1905, in each of which years the building trades were much the most conspicuous sufferers. The clothing trades come third in respect of time lost this year but here again there was a notable decrease this year. The metal and machinery industry stands fourth and was disturbed by labor conflicts this year much more than last but far less than in 1903 or 1904. Group I—stone, clay and glass products—which is fifth in point of aggregate duration of disputes, lost more time than in any previous year since 1901.

PRINCIPAL DISPUTES.

As a rule, in statistics of strikes and lockouts, a few important disputes are the controlling factor in the general totals. As such principal element in the figures for 1906 the 32 disputes which involved the loss of 10,000 or more days of working time are summarized in the table on pages 30-31, being arranged in

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the order of their importance as measured by aggregate duration. The number of such disputes this year was twice as great as the number (15) for 1905.

A rearrangement of these 32 leading disputes of the year, as below, will serve to show the principal sources of industrial disturbance in those industries, in which the total of time lost this year amounted to 25,000 or more working days.

INDUSTRY AND PRINCIPAL DISPUTES.	Principal disputes.	Entire industry.	Percentage of lost time in principal disputes.
1. Stone, clay and glass products:			
8. Ulster County brickmakers.....	43,000	.....	.....
13. Dutchess County brickmakers.....	34,000	.....	.....
Total.....	77,000	100,652	76.5
2. Metals, machines and conveyances:			
6. Buffalo iron molders.....	49,000	.....	.....
18. Troy foundry laborers.....	25,000	.....	.....
21. Buffalo car repairers.....	17,850	.....	.....
22. Buffalo boiler makers.....	16,758	.....	.....
23. New York City gold beaters.....	15,390	.....	.....
25. Troy machinists.....	13,600	.....	.....
Total.....	137,598	160,573	85.7
4. Leather and rubber goods:			
28. Syracuse shoe workers.....	12,000	.....	.....
29. New York City bag and suit case makers	11,626	.....	.....
Total.....	23,626	27,701	85.3
7. Printing and paper goods:			
1. New York City compositors, etc.....	286,423	.....	.....
2. New York City lithographers.....	232,592	.....	.....
12. New York City compositors, etc.....	35,648	.....	.....
15. Buffalo lithographers.....	27,000	.....	.....
17. Rochester lithographers.....	25,000	.....	.....
Total.....	606,663	611,648	99.0
8. Textiles:			
26. Glendale silk ribbon weavers.....	12,600	.....	.....
27. Amsterdam knitters.....	12,500	.....	.....
Total.....	25,100	36,852	69.0
9. Clothing, millinery, laundering:			
4. New York City coat, pants and vest makers.....	73,584	.....	.....
9. New York City jacket makers.....	42,680	.....	.....
11. Utica coat, pants and vest makers.....	36,480	.....	.....
16. New York City pants makers.....	25,500	.....	.....
32. New York City knee pants makers.....	10,000	.....	.....
Total.....	188,244	219,549	85.7

MENT OF LABOR

PRINCIPAL LABOR DIS

Statistical number.	Date.
rentypers	(7) Jan. 2- (7) Aug. 1, '06- (12) Jan 2-July 12. (9) March 2-May 20. (12) May 21-June 27. chore (2) May 2-Oct. 8, (12) July 2-Aug. 10. (1) May 10-June 4. (9) June 21-Aug. 7. (12) July 2-Aug. 1. (9) June 1-Sept. 22. presmen. (7) Nov. 24, '06-Jan. 11, '07. (1) May 2-21. (12) May 1-June 10. (7) Aug. 1, '06- (9) Feb 2-20. (7) Aug. 1, '06-Aug. 1, '07. (2) May 1-July 23. (12) July 2-Aug. 1. (12) May 1-6 (2) June 12-July 7. (2) Jan 1-Feb 20. (2) Aug. 9-Oct. 12. (12) Aug 9-Sept. 10. (2) May 2-June 9. warpers (8) June 8-Aug. 17. (8) May 17-20 (4) July 28, '06-June 10, '07. (4) May 20-Aug. 20. (12) May 21-Oct. 20 (12) Oct. 21, '06-March 21, '07. (9) May 20-June 22.

Chapter IV. (Brooklyn Borough

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PUTES BEGUN IN 1906.

Duration (weeks).	EMPLOYEES INVOLVED.			WORKING DAYS LOST BY EMPLOYEES.		
	Directly.	Indirectly.	Total.	Directly concerned.	Indirectly affected.	Total.
52+	1,668	.....	1,668	286,423	.....	286,423
52	1,316	.....	1,316	232,592	.....	232,592
28½	3,000	.....	3,000	140,000	.....	140,000
12	775	233	1,008	56,575	17,009	73,584
5½	6,000	.....	6,000	60,000	.....	60,000
21	800	200	1,000	44,000	5,000	49,000
7	1,600	.....	1,600	45,100	.....	45,100
3	2,900	.....	2,900	43,000	.....	43,000
6½	1,067	.....	1,067	42,680	.....	42,680
4	1,500	.....	1,500	37,500	.....	37,500
16	386	.....	380	36,480	.....	36,480
6½	340	.....	340	35,648	.....	35,648
4	1,500	.....	1,500	34,000	.....	34,000
6½	1,485	.....	1,485	28,870	.....	28,870
52	239	.....	239	27,000	.....	27,000
2½	1,200	500	1,700	18,000	7,500	25,500
52	170	.....	170	25,000	.....	25,000
12	278	1,155	1,433	10,000	15,000	25,000
4	900	.....	900	22,500	.....	22,500
1½	2,180	.....	2,180	19,620	.....	19,620
4	1,430	.....	1,430	17,850	.....	17,850
8	167	267	434	6,013	10,745	16,758
9½	270	.....	270	15,390	.....	15,390
6	500	.....	500	14,700	.....	14,700
5½	200	200	400	6,800	6,800	13,600
10	210	.....	210	12,600	.....	12,600
2	250	1,200	1,450	2,500	10,000	12,500
43½	189	25	214	10,000	2,000	12,000
12	183	.....	183	11,626	.....	11,626
20	150	150	10,000	10,000
13	240	240	10,000	10,000
3½	1,300	1,300	10,000	10,000

‡ Manhattan Borough.

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INDUSTRY AND PRINCIPAL DISPUTES.	Principal disputes.	Entire industry.	Percentage of lost time in principal disputes.
2. Building industry:			
3. New York City housesmiths.....	140,000	.....	.....
5. New York City painters and decorators	60,000	.....	.....
7. New York City plumbers.....	45,100	.....	.....
10. New York City plumbers.....	37,500	.....	.....
14. New York City carpenters.....	28,870	.....	.....
19. New York City plumbers' helpers.....	22,500	.....	.....
30. Buffalo sheet metal workers.....	10,000	.....	.....
31. New York City housesmiths.....	10,000	.....	.....
Total.....	353,970	421,167	84.0
13. Transportation and communication:			
20. Buffalo dock workers, etc.....	19,620	.....	.....
24. New York City scow trimmers.....	14,700	.....	.....
Total.....	34,320	52,544	65.3
Grand total (32 principal disputes and all industries).....	1,446,521	1,668,781	86.7

LOCALITIES CHIEFLY AFFECTED.

The table of principal disputes above reveals, with but two exceptions, the localities most affected by disputes in 1906. Summarized below (from General Table VII in following pages) are figures for the 12 localities in which as many as 1,000 employees were involved in disputes, or in which disputes caused the loss of as much as 10,000 days of working time. As usual, New York City is foremost, with over 71 percent of the total lost time in the State. By reference to the preceding table of principal disputes arranged by industries, it will be seen that about one-half of the time lost in the metropolis was in the three leading disputes in the printing trades.

	EMPLOYEES AFFECTED.			WORKING DAYS LOST BY THOSE—		
	Disputes.	Directly.	Indirectly.	Directly concerned.	Indirectly affected.	Total.
New York State....	245	56,487	7,252	1,568,745	100,036	1,668,781
New York City.....	106	34,143	1,362	1,164,807	29,539	1,194,346
Buffalo.....	15	7,010	515	135,162	16,249	151,411
Troy.....	4	733	1,523	21,253	24,992	46,245
Ulster County.....	1	2,900	.....	43,000	.....	43,000
Utica.....	10	983	59	39,251	365	39,616
Dutchess County...	1	1,500	.....	34,000	.....	34,000
Rochester.....	9	667	105	30,438	1,000	31,438
Syracuse.....	9	1,020	314	17,234	3,990	21,214
Amsterdam.....	3	329	1,236	3,130	10,180	13,310
Glendale.....	1	210	.....	12,600	.....	12,600
Schenectady.....	5	903	520	3,072	3,790	11,862
Albany.....	13	727	410	3,429	3,304	10,733

CAUSES OF DISPUTES.

In the present, as in earlier reports, the disputes of the year have been tabulated by causes, each dispute being counted once only and classified according to its principal cause or object in the comparatively few cases in which more than one subject figured as actual causes of the cessation of work. Briefly summarized, the results of such a tabulation for 1906 are as follows:

CAUSES.	Number of disputes.	Employees directly involved.	Working days lost by those directly concerned.
Increase of wages.....	104	24,181	486,789
Reduction of wages.....	6	6,427	65,145
Reduction of hours.....	27	7,825	702,989
Longer hours.....	2	136	177
Trade unionism.....	64	13,830	207,806
Employment of particular classes or persons.....	22	2,380	71,923
Working arrangements.....	19	1,648	81,416
Miscellaneous.....	1	27	2,000
Total.....	245	56,454	1,568,245

As usual, the question of wages was the most frequent cause of disputes, and with the prevailing business prosperity of the year it was naturally in most cases a question of higher wages and for this object nearly 43 percent of the workpeople directly concerned in disputes were contending. The relatively large number of employees, as compared with number of disputes, who appear as resisting reductions in wages is due to the fact that the strike of 6,000 painters in New York City (see table of principal disputes above), was primarily in opposition to a proposed rate of wages for rough work in preparing walls, etc., far below that for regular decorating work. In recent years trade unionism has been a prominent cause of disputes, and this year that subject is next most prominent after questions of wages, both as to number of disputes caused and number of employees concerned therein. A rough classification of the different phases of unionism involved, as below, reveals the fact that there were very few controversies over the simple right to belong to an organization, and that the chief contentions were for the recognition of the union in the negotiation of the terms of employment, that is, for collective bargaining through the union, or for the control of the terms of employment through the exclusive employment of unionists, or the

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closed shop. There was a notable number of disputes this year, in which employers were made to suffer through quarrels between rival organizations in the same trade. All but three of these were in New York City.

CAUSE OR OBJECT.	Number of disputes.	Employees directly concerned.
The right of organization.....	6	380
Recognition of union.....	14	8,079
"Closed shop".....	25	2,925
Disputes between rival unions.....	16	1,170
Miscellaneous.....	3	1,276
Total.....	64	13,830

Efforts to shorten hours of labor stand third in importance this year, as they have usually of late years, among the causes of disputes and are especially notable this year, owing to the general strike of lithographers in New York City, Buffalo and Rochester, and of the compositors in New York City, both for an eight-hour day, these stubborn disputes having been so long continued as to make the working time sacrificed for this cause greater than that lost for any other. A considerable number of disputes grew out of the employment or discharge of particular classes or persons, or out of unsatisfactory working conditions, but all of these were among the less important disputes of the year with only two exceptions, namely, the strike of coat makers in New York City, who demanded the re-employment of certain of their number who had been discharged, and the strike of gold beaters, also in New York City, who demanded the abolition of so-called "sweatshop" work in their trade (see foregoing table of principal disputes).

RESULTS OF DISPUTES.

Summarizing from General Table III, results for all disputes together and for those under each cause were as follows:

CAUSES.	NUMBER OF DISPUTES—				EMPLOYEES DIRECTLY CONCERNED IN DISPUTES.			
	Won by employers.	Won by workers.	Com- promised.	Total.	Won by employers.	Won by workers.	Com- promised.	Total.
Increase of wages.....	32	40	32	104	7,686	6,215	10,290	24,181
Reduction of wages.....	3	....	3	6	310	....	6,117	6,427
Reduction of hours.....	8	7	12	27	2,690	1,749	3,386	7,825
Longer hours.....	1	....	1	2	100	....	36	136
Trade unionism.....	34	26	4	64	6,841	2,777	4,212	13,830
Employment of particular classes or persons.....	17	5	....	22	1,443	937	....	2,380
Working arrangements.....	10	6	3	19	855	202	591	1,648
Miscellaneous.....	1	....	....	1	27	....	....	27
Total.....	106	84	55	245	19,952	11,880	24,622	56,454
Total time lost by employees directly involved.....					719,198	187,197	661,850	1,568,245

On the whole the balance of results appears distinctly on the side of the employers. That is, they were entirely successful in more disputes and in disputes with a greater total of workpeople directly concerned, than were the employees. It is to be borne in mind, however, that more often than not in labor disputes it is the workpeople who are moving for a change from existing conditions and that in such cases a compromise represents ordinarily a distinct gain for the employees and a corresponding concession for the employer. This is especially true where an increase of wages or a reduction of hours is at issue and it will be seen that in those disputes of this year in which an advance of wages was the principal object, the workpeople were wholly or partially successful in two-thirds of the cases and for two-thirds of the employees directly concerned. In disputes over reduction of hours, likewise, a similar result of complete or partial success appears on the side of the employees but not in so large a proportion, as respects numbers involved, as in disputes over increase of wages because of the total failure of the lithographers' strikes for the eight-hour day in New York City, Buffalo and Rochester (1,725 employees directly concerned).

On the other hand where reduction of wages or increase of hours is at stake, a compromise signifies some advantage for the employer rather than the worker. Only the former subject has any prominence among causes of disputes in 1906 and that, as already noted, because of a single dispute, the painters strike in New York City. So far as the matter of reduction of wages alone was concerned this dispute would have fallen in the class of those won by the workpeople because the proposed reduction of wages for rough work was successfully resisted. But combined with that issue was a demand for increased wages on regular work and the final waiving of this in the settlement serves to throw the dispute in the class of compromises.

Especially notable is the proportion of success attained by employers in disputes over trade unionism, the second largest of the groups according to causes. In these the employers were wholly successful in one-half the disputes in which were involved nearly one-half of all the employees who contended over that issue in strikes and lockouts this year. As great or greater was the em-

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ployer's proportion of success in the less prominent groups of disputes in which the employment of particular classes or persons or working arrangements figured as the main cause.

MODES OF SETTLEMENT.

General Table V summarizes by industries the modes of settlement of the disputes of 1906. The totals for the various methods may be readily compared in the following transcript from that table:

MODE OF SETTLEMENT.	Number of disputes.	Employees affected (directly or indirectly).
Direct negotiations of the parties or their representatives	133	37,806
Return of employees to work on employers' terms	69	17,715
Employment of new hands in strikers places	31	3,313
Conciliation by permanent trade board or mediation of third party	10	4,259
Arbitration by permanent trade board	1	225
Arbitration by individuals	1	388
Total	245	63,706

More than one-half of the disputes, in which over one-half of all the employees affected were involved, were settled by direct negotiations between the parties or their representatives. These, together with the few cases settled by conciliation or arbitration before a trade board or third party, a total of 145, represent with but few exceptions the disputes, 139 in number, in which the workpeople gained all or some part of their contentions. On the other hand the cases in which the employers by superior endurance finally forced the employees to return unconditionally to work or were able to secure new hands in place of the strikers, a total of 100, correspond very closely to those, 106 in number, in which the employers were wholly successful.

Of the 10 disputes classed as settled by conciliation through outside parties 5, in which 2,699 workpeople were involved, were settled through intervention of representatives of the State Board of Mediation and Arbitration (for details of these cases see summary of the board's work in foregoing pages); one dispute (strike of 392 brickmakers in Coeymans) was settled by a conference of representatives of the parties arranged by the civil and military authorities which had intervened to preserve order during the strike; another dispute (quarry workers' strike in Buffalo) in

which 70 employees were involved was settled by impartial intervention of a central trades and labor council; another with 70 employees concerned (iron molders in Rochester) was settled by the conference committee of the Stove Founders' National Defense Association and the Iron Molders' Union of North America; another dispute (that of 1,008 coat makers, etc., in New York City) was settled by the mediation of a prominent clothing manufacturer from another city; and one dispute (20 laborers employed by the city water department of Yonkers) was terminated by the intervention of the mayor of the city.

Of the two arbitration cases, one (225 masons and laborers) was before the Building Trades' Arbitration Board in Yonkers while the other (388 laundry workers in Troy involved) came before a temporary board of three persons one each named by the parties with the third chosen by the other two.

It will be seen that out of the 245 strikes and lockouts of the year only seven were terminated by permanent special agencies for industrial peace. This result signifies nothing, of course, as to the amount of work which was accomplished by such agencies during the year. On the contrary it serves only to emphasize the fact that the work of such agencies lies in the prevention rather than in the settlement of strikes and lockouts. A striking example of this appears in the case of the General Arbitration Board of the Building Trades' Employers' Association and unions in New York City, which is said to represent about 80,000 mechanics and their employers. Not a single strike or lockout appears in the years' statistics as settled by that board. Nevertheless the reports for 1906 presented at the annual meeting of the board, according to press dispatches, "showed that the year was remarkably free from building strikes and that the arbitration agreement had been an effective means of averting strikes and other labor troubles in the building trades."

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TABLE I—DETAILED STATEMENT OF DISPUTES RE

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total. No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di- rectly.	Indi- rectly.	Total.		
FISH									
DUNKIRK.....	4	4	40	Engineers and firemen...	40	.....	40	Oct. 29- Nov. 18	21
			40	Fishermen.....	40	.....	40		
I. STONE AND									
Brick.									
CHELSEA, DUTCHESS JUNCTION AND FISH- KILL LANDING.....	16	16	1,500	Brickmakers.....	1,500	.....	1,500	May 3-31....	25
COEYMANS.....	5	5	392	Brickmakers.....	392	.....	392	May 7-18....	11
GLASCO, KINGSTON, EAST KINGSTON AND PORT EWEN.....	24	24	2,900	Brickmakers.....	2,900	.....	2,900	May 16- June 4	17
MECHANICVILLE.....	3	3	340	Brickmakers.....	314	26	340	April 27- May 11	13
UTICA.....	1	1	130	Brickmakers.....	130	.....	130	June 2-3....	1
Plaster and Gypsum.									
NEWBURGH. Plaster mill.....	1	1	166	Laborers, coopers and trimmers.	166	.....	166	May 1-12....	11
OAKFIELD. Gypsum manufacture...	1	1	500	Laborers.....	250	250	500	Sept. 10-15..	6
Granite and Stone.									
ALBANY. Granite cutting.....	1	1	50	Granite cutters.....	50	.....	50	March 1-31..	27
				3 Tool sharpeners.....		3	3		
				10 Helpers.....		10	10		
ALBION-MEDINA. Sandstone producers....	2	2	265	Paving block cutters...	265	.....	265	April 4-28...	22
BUFFALO. Stone quarries.....	5	5	70	Quarry workers.....	70	.....	70	June 1-6....	5
DE WITT. Quarry.....	1	1	24	Laborers.....	11	13	24	May 21-23...	3
NEW YORK, MANHATTAN AND BROOKLYN. Stone cutting.....	4	4	16	Carvers.....	15	.....	15	Oct. 19- Nov. 16	25
			66	Cutters.....	61	.....	61		
			13	Machine hands.....	13	.....	13		
			18	Sawyers.....	18	.....	18		
			30	Laborers.....	30	.....	30		
			27	Others.....	25	.....	25		

* Estimated on basis of loss

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.39

REPORTED IN THE YEAR ENDED SEPTEMBER 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

BRICKS.

1,680	1,680	Against reduction in wages.	Compromise reduction.....	Direct negotiation of the parties.
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CLAY PRODUCTS.

34,000	34,000	For recognition of the union.	Strike failed.....	Strikers returned to work.
3,510	.....	3,510	For recognition of union; reduction of daily "stent" of brick and increase of wages.	Union not recognized; daily "stent" of brick reduced.	Conference of employers with representatives of strikers arranged by military and civil authorities. (Cf. Chap. IV.)
43,000	.....	43,000	For recognition of the union.	Strike failed.....	Strikers returned to work. (Cf. Chap. IV.)
3,962	338	4,300	For increase in wages of 10 per cent.	Wages advanced 10 per cent..	Conference of employers with committee of strikers. Strikers were unorganized.
130	.....	130	For increase in wages of \$4 per month.	Wages increased \$4 per month	Direct negotiations of the parties.
1,826	.....	1,826	Lockout in opposition to proposed reduction of hours from 10 to 9 per day without decrease of pay; unconditional closed shop; use of union label and overtime work only at the option of employees and with extra pay.	No reduction of hours, increase in wages and union shop conditional upon union's ability to furnish sufficient number of employees.	Conference of members of firm with union committee. Agreement signed. (Chap. V.)
1,500	1,500	3,000	For increase in wages of 5 cents per hour.	Strike failed.....	All strikers except the leaders returned to work.
1,350	351	1,701	For increase of wages from \$3 to \$3.20 per day.	Wages advanced to \$3.20 per day.	Conference of union committee with the employer.
5,830	.....	5,830	For clause in annual agreement guaranteeing fulfillment of terms of agreement in the event of the subletting of a quarry.	Clause not inserted in agreement but officers of companies promised to see that no workman should lose his wages in case of subletting.	Conference of representatives of firms and the union.
350	.....	350	To enforce terms of wage agreement supposed to have been violated.	No change in working conditions.	Absence of violation of agreement made plain to strikers by officers of Central Trades and Labor Council.
72	33	105	For increase in wages of 25 cents per day.	No change in wages.....	Some of the strikers returned to work, places of others filled.
*2,900	.....	*2,900	For the re-employment of four stone cutters discharged for non-payment of dues to union formed under the general arbitration plan of the Building Trades Employers' Association, the strikers being members of an older organization not recognized by the employers' association.	Strike failed.....	After they had been out one day the places of 40 strikers, employed by one firm, were filled with members of the new union; other strikers returned to work. Forty went out Oct. 19 and their places were filled on the 20th; 45 went out Oct. 26 and returned Nov. 15; 77 went out Oct. 28 and returned Nov. 17.

*In wages reported by union.

III.40 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		

II. METALS, MACHINES									
NEW YORK CITY. Gold leaf factories.....	20	20	270 (90)	Manufactures of Gold, Silver & Brass. Gold beaters..... Thereof women.....	270 (90)	.....	270 (90)	Aug. 9- Oct. 13	57
NEW YORK CITY. Manufacture of gas fix- tures.....	1	1	28 6	Brassworkers..... Helpers.....	28 6	.....	28 6	Sept. 1-15...	12
ONEIDA. Silver plated ware factory	1	1	64 (5)	Silver workers..... Thereof women.	36	.....	36	April 2- June 30	77
Foundries.									
BUFFALO AND VICINITY. Machine works and found- ries.	25	†	800 5,000	Molders and coremakers. Others.....	800 .....	..... 200	800 200	May 2- Oct. 5	127
ALBANY. Gas stove and novelty works.	1	1	4 86 3 11 42 9	Coremakers..... Molders..... Pipe mounters..... Stove mounters..... Laborers..... Others.	4 86 ..... ..... ..... .....	..... ..... 3 11 42	4 86 3 11 42	June 25- July 12	15
Machinery and job found- ry.	1	1	16 21	Molders..... Others.....	16 .....	..... 21	16 21	June 13-27..	13
Stove works.....	1	1	4 14 300	Cupola melters..... Foundry laborers..... Others.....	4 14 .....	..... ..... 300	4 14 300	June 18-19..	2
AMSTERDAM. Machine works and job foundries.	2	.....	1 9 4 5 40	Foreman..... Molders..... Machinists..... Laborers..... Others.	1 9 4 5 .....	..... ..... ..... .....	1 9 4 5	June 15- July 23	33
ROCHESTER. Stove foundry.....	1	.....	78	Molders.....	70	.....	70	July 18-20...	3

*Estimated; machinists and laborers

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

AND CONVEYANCES.

15,390		15,390	Against "sweat shop" system and for increase of wages from \$18 to \$21 per week and, on piece work, from 7 cents to 8 cents per book.	No new sweat shops to be opened; wages of workers in existing sweat shops increased from \$6.25 to \$6.50 per pack for gold leaf.	Conference of representatives of manufacturers' association with committee from the union.
408		408	For reduction of hours from 10 to 9 on Saturday.	Wages increased from \$12 and \$14 to \$13 and \$15 per week for brass workers, and from \$5 to \$5.50 per week for helpers; no change of hours.	Conference of employer with shop committee.
3,000		3,000	For recognition of union....	Strike failed.....	Dispute never terminated but gradually strikers returned to work or their places were filled by new hands, plant being full-handed by July 1.
44,000	5,000	49,000	For increase of minimum wage rate for molders from 28 to 33½ cents and for core makers from 25 to 30½ cents per hour with reduction of hours from 10 to 9 per day.	Wages increased from \$2.80 to \$3 per day for molders and from \$2.50 to \$2.75 for core-makers in 13 shops without change of hours; no change of wages or hours in 12 shops.	Direct negotiations of employers and union representatives, or strikers' places were filled by non-union hands. Settlements made were completed by about July 1 and in the other shops strikers' places were reported all filled by Oct. 5. (Cf. Chap. IV.)
1,350	840	2,190	For increase of wages of core-makers from \$2.25 to \$2.75 per day, supplemented two days after strike began by demand for increase of wages of novelty molders (3) from \$3 to \$3.25 per day.	Wages of coremakers advanced to \$2.75 per day on condition that their daily output of work should be increased proportionately; wages of novelty molders increased to \$3.25 per day.	Conference of national union officials and local union committee with representative of the firm.
208	273	481	For increase of wages from \$3 to \$3.25 per day.	Wages advanced to \$3.25 per day.	Conference of employer and union committee.
36	600	636	For increase of wages from \$2.25 to \$2.50 per day for melters; from \$1.93 to \$2.25 per day for assistant melters, and from \$1.65 to \$1.85 per day for foundry laborers.	Wages advanced as demanded	Negotiations of president of the Foundry Laborers' International Union and president of the local union with representatives of the firm.
*330		*330	For increase of wages from \$2.50 to \$2.75 per day and reduction of hours from 9½ to 9 per day for molders; machinists and laborers striking to assist molders and for a reduction in hours from 9½ to 9 per day.	Strike failed.....	One firm employing 16 of the strikers discontinued operation of its foundry and machine shop; places of three strikers filled with new hands.
210		210	For reduction of number of apprentices to agreed ratio.	Number of apprentices reduced as demanded.	Settled by joint committee of Stove Founders' National Defense Assn. and Iron Molders' Union of North America.

went out July 23. }Not reported.

III.42 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
				Foundries—Concl'd.					
SANDY HILL. Iron and brass foundry..	1		19 92	Molders..... Others.....	19 5	5	19 10	Aug. 15- Sept. 4	18
SARATOGA. Iron foundry.....	1	1	90	Molders and coremakers	90		90	April 21 - May 2	10
SYRACUSE. Foundries and machine works	10	9	282 44 200 200	Molders..... Coremakers..... Laborers..... Others.	282 44	200	282 41 200	May 14-15...	2
Radiator foundry.....	1		65 440	Molders..... Others.....	65	25	65 25	May 21- June 2	12
TROY, COHOES, GREEN IS- LAND AND WATERFORD. Valve and machine works	12	12	278 1,155	Foundry laborers..... Others.....	278	1,155	278 1,155	May 1- July 23	72
TROY, WATERFORD, WATERVLIET. Valve manufacturing....	8		35 856	Coremakers..... Others.	35		35	Nov. 15-25..	10
Iron Mining.									
LYON MOUNTAIN. Iron mine.....	1	1	300 320	Mine workers..... Separator men and gen- eral laborers.....	300	320	300 320	April 2-7....	6
Machine Shop Prod- ucts, Etc.									
BUFFALO, NIAGARA FALLS AND TONAWANDA. Railway repair shops...	3	3	1,430	Car repairers, inspectors, etc.....	1,430		1,430	June 12- July 7	23

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.43

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST					
Di- rectly.	Indi- rectly.	Total.			

CONVEYANCES—Continued.

432	90	522	For reinstatement of two discharged members of union.	Discharged members reinstated; hours of work reduced from 50 to 54 per week.	Conference between employers and business agent of the union.
900	.....	900	For reduction of hours from 10 to 9 per day and increase of coremakers' wages from \$2.50 to \$2.75 per day.	Hours reduced to 9 and coremakers' wages advanced to \$2.75.	Conference of members of firm with union committee.
652	400	1,052	For an increase of minimum wage rate for molders from \$2.70 to \$3, and for coremakers from \$2.25 to \$2.50 per day.	Rate advanced for molders to \$3 and for coremakers to \$2.50.	Conference of representatives of the employers' association with union committee.
780	300	1,080	For advance of piece rate per radiator from 8 to 10 cents.	Rate advanced to 8½ cents for 30 men.	Direct negotiations of firm with strikers. Strikers were unorganized.
10,000	15,000	25,000	For increase of wages from \$1.75 to \$1.90 per day and reduction of hours from 9½ to 9 per day.	Wages advanced 5 cents per day on resumption of work and to be further advanced 5 cents per day on October 1, with reduction of hours to 9 per day except in two establishments where there was no settlement.	Conferences of employers with committee of strikers assisted by international president of iron molders' union. Provisional settlements contingent upon terms reached in other firms were made in 5 establishments after 11 days, in 2 after 30 days, and in 3 on July 23.
273	.....	273	For advance of the minimum wage rate from \$2.25 to \$2.50 per day.	Wages advanced as demanded.	Conference of representatives of the union and individual employers. Settlement effected with one firm employing 5 coremakers Nov. 17, one employing 7, Nov. 18, one employing 23, Nov. 25.
600	640	1,240	For advance in wages of 25 cents per day.	Strike failed.....	130 strikers sought work elsewhere; the others returned to work. Strikers were not organized. (Cf. Chap. IV.)
17,850	.....	17,850	For 20 per cent increase in wages.	Compromise advance.....	Conference of officials of company with joint committee from the unions arranged by member of State Board of Mediation and Arbitration. 260 strikers went out on June 12, the others on June 26. (Cf. Chap. IV.)

III.44 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
BUFFALO AND TONAWANDA. Boiler works.....	10	10	167	Machine Shop Products, Etc.—Con.					
				Boilermakers.....	167	167	Jan. 1— Feb. 26	49
				267 Riveters, etc.....	.....	267	267	
COHOES. Rolling mill.....	1	141	Heaters, puddlers, help-ers.....	141	141	Nov. 6—11....	6
				469 Blacksmiths, machinists, etc.					
ELMIRA. Frc engine works.....	1	10	Blacksmiths' helpers....	10	10	May 21—23...	2½
				10 Blacksmiths.....	.....	10	10	
				215 Others.					
NEW YORK CITY. Automobile and boot works.....	1	1	20	Coppersmiths and blacksmiths.....	20	20	June 19— July 10	19
				125 Machinists.....	125	.....	125	
				10 Pattern makers and carpenters.....	.....	10	10	
				20 Screw and drill pressmen.....	20	.....	20	
				12 Toolmakers.....	12	.....	12	
				30 Apprentices.....	30	.....	30	
				8 Helpers.....	8	.....	8	
				24 Die makers.....	24	.....	24	
File and punch factory..	1	1	8	Knife makers.....	8	8	Jan. 2-6....	5
				10 Others.					
				150 Pipe cutters.....	150	150			Nov. 2-30	29
Pipe cutting.....	25	25							
NEW YORK, BROOKLYN. Wire hat frame factory..	1	1	35	Wire workers.....	35	35	March 28-31	4
				(32) Thereof females.....	(32)	.....	(32)	
				1 Shipping clerk.....	1	.....	1	
NEW YORK, QUEENS Iron works.....	1	1	40	Iron workers.....	30	10	40	May 13-23	6
				40 Laborers.....	35	5	40		
ROCHESTER. Railway repair shops....	1	1	56	Car workers.....	56	56	Aug. 21-23	3

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.45

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total			

CONVEYANCES—Continued.					
6,013	10,745	16,758	For increase of wages from 30½ to 35 cents per hour.	On Jan. 8 one firm employing 5 boilermakers and 2 others granted an advance from 26 to 30 cents per hour. On Feb. 8 seven firms employing 72 boilermakers and 77 others granted an advance from 30½ to 34 cents per hour and one firm employing 68 boilermakers and 84 others granted an advance from 30½ to 33½ cents per hour. On Feb. 26 remaining firm, employing 22 boiler-makers and 104 others granted an advance from 30½ to 33½ cents per hour on new work and to 34 cents per hour on old work.	Conference of representatives of the employers' association with union committee. (Cf. Chap. IV.)
846		846	For re-employment of discharged union member.	Strike failed.....	130 strikers returned to work, places of others filled. Men were organized.
25	25	50	For one-half hour's extra pay per day for making fires before starting time for the factory.	Strike failed.....	Strikers returned to work except 3 who sought work elsewhere.
3,705	570	4,275	For increase in wages from \$2.75 to \$3.00 per day for machinists and limitation of number of apprentices to one for every five machinists.	Wages advanced to \$3 per day and number of apprentices limited to one for every five machinists.	Negotiations of shop committee of the union with employers.
160		160	For reduction of hours from 54 to 50 per week.	Hours reduced to 50.....	Conference of representatives of the firm with union committee.
3,900		3,900	For union shop, increase in wages and reduction of hours.	Strike failed.....	Strikers' places filled with non-union hands. (Cf. Chap. IV.)
144		144	Against increase in hours from 50 to 58 per week or for time and one-half pay for the additional 8 hours.	Hours increased to 52½ per week at regular rate for additional 2½ hours.	Mediation by representative of State Board of Mediation and Arbitration. (Cf. Chap. IV.)
390	90	480	For reduction of hours from 59 to 54 per week immediately instead of after two weeks' notice.	Hours reduced to 54 per week after strikers had returned to work.	Strikers returned to work. Strikers were unorganized.
168		168	Against introduction of piece work.	Piece work established with promise that pay thereunder should not be less than former time rates.	Conference of union committee and railway officials.

III.46 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
II. METALS, MACHINES AND									
SCHENECTADY.				Machine Shop Prod-ucts, Etc.—C'd.					
Electric works.....	1		850	Armature winders.....	550	300	850	Dec. 26-27...	1
			(150)	Thereof women.....		(150)	(150)		
			10,950	Electrical apparatus makers.					
			(550)	Thereof women.					
TROY.									
Valve works.....	1	1	200	Machinists.....	200		200	May 2-June 9	34
			300	Others.....		200	200		
PERRY.									
Cutlery works.....	1		21	Finishers.....	14		14	May 28.....	1
			189	Others.					
			(15)	Thereof women.					
NEW YORK CITY.				Shipbuilding					
Marine steam fitting....	2	2	13	Marine steam fitters....	13		13	Aug. 1-16...	14
III. WOOD									
NEW YORK CITY.....	1	1	62	Brush Making.	62		62	March 14-31.	16
			(2)	Brush makers.....	(2)		(2)		
				Thereof women.....					
NEW YORK, MANHATTAN	2	1	60	Brush makers.....	33		33	May 1-14...	12
			(6)	Thereof women.					
BUFFALO.				Furniture and Pianos					
Lounge factory.....	1		57	Upholsterers.....	57		57	Aug. 15- Oct. 1	40
			87	Others.					
			(8)	Thereof females.					
NEW YORK, BROOKLYN.									
Piano factory.....	1	1	50	Piano makers.....	35		35	Jan. 23- Feb. 17	23
NEW YORK, QUEENS.									
Furniture factory.....	1		20	Chair workers.....	20		20	Dec. 15-26...	9
			45	Others.					
ROCHESTER.				Picture Frames.					
Picture frame factory...	1		39	Gilders.....	16		16	Dec. 23.....	48
			(17)	Thereof females.					
			41	Others.....	4		4		
Picture frame and mold- ing mill.	1	1	30	Woodworkers, etc.....	30		30	Aug. 17-27...	9

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.47

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

CONVEYANCES—Concluded.

275	150	425	To compel payment of dues by member of the union.	Dues paid.	Direct negotiations of the parties.
6,800	6,800	13,600	For increase in wages of 12½ cents per day and reduction of hours from 9½ to 9 per day.	No change in wages, hours to be reduced to 9 on Jan. 1, 1907.	Conference of officers of company with union officers. Strikers were organized. Foundry laborers were not rendered idle by this dispute, being already on strike.
100	.....	100	To compel non-union finishers to join the union.	Strike failed.	Strikers' places immediately filled with new hands.
105	.....	105	For increase of wages from \$3.21 to \$3.75 per day.	Wages increased to \$3.50 per day.	Conference of employers and business agent of the union. Settlement was made by one firm employing 7 men, on August 3.

MANUFACTURES.

992	.....	992	For increase in piece rates of 5c. per thousand for boring holes; advance of \$3 per week on time work; and reduction of hours from 10 to 9 per day.	Wages increased and hours reduced as demanded.	Conference of employer with union committee. (Cf. agreement in Chap. V.)
341	.....	341	For increase of wages and reduction of hours.	Wages increased and hours reduced as demanded.	Conference of individual employers and union committee. 25 strikers in one factory were out 5 days only. (Cf. agreement in Chap. V.)
2,280	.....	2,280	For recognition of the union.	Strike failed.....	Strikers returned to work.
805	.....	805	Against reduction of piece rates from \$6.65 to \$4.80 per case for finishers; from \$4.85 to \$3.50 per case for fly finishers; from \$4 to \$3.25 per instrument for regulators; from \$1.35 to \$1.25 per instrument for stringers.	Strike failed.....	Strikers' places filled with new hands by Feb. 17.
180	.....	180	Objection to conduct of the foreman.	Strike failed.....	Strikers returned to work except four permanently discharged. Strikers were unorganized.
960	.....	960	For time and one-half for overtime.	Strike failed.....	Dispute never terminated and firm employed non-union hands. Strikers were idle on an average two months each.
270	.....	270	For reduction of hours from 10 to 9 per day.	Strike failed.....	Strikers returned to work.

III.48 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
III. WOOD MANUFAC									
ITHACA.				Wood Working.					
Wood working mills....	7	7	30	Machine woodworkers...	30	....	30	Dec. 23-	56
			200	Carpenters.....	.....	50	50	Mar 1	
NEW YORK CITY.									
Box factories.....	25	25	180	Box makers.....	180	.....	180	Sept. 17-	17
								Oct 5	
Planing Mill.....	1	.....	16	Teamsters.....	16	.....	16	July 20-27...	7
			130	Factory hands.					
			25	Yard hands.					
IV. LEATHER AND									
NEW YORK CITY.				Leather Goods.					
Leather goods.....	8	8	183	Bag and suit case makers	183	.....	183	May 25-	73
								Aug. 20	
AUBURN.....	1	.....	50	Shoes.	50	.....	50	Oct. 21.....	1
			25	Cutters.....	25	.....	25		
			(25)	Fitters.....	(25)	.....	(25)		
			1,470	Thereof females.....					
			(454)	Others.					
ROCHESTER.....	1	1	160	Thereof females.	55	105	160	July 17-	153
			(50)	Shoe workers.....	.....	(50)	(50)	Jan. 15	
				Thereof females.....					
SYRACUSE.....	1	1	450	Shoe workers.....	189	25	214	July 25-Aug.	315
			(140)	Thereof females.....	(105)	.....	(105)	2, and Aug.	
								16-June 15,	
								1907.	
V. CHEMICALS, OILS,									
ALBANY.									
Potash works.....	1	.....	80	Can makers.....	80	.....	80	May 7-10....	4
			35	Others.					
Baking powder manufac-	1	.....	(26)	Thereof females.	25	.....	25	July 25-30...	5
ture.			57	Factory hands.....					
VI. PAPER									
ALBANY.....	1	.....	18	Paper.	16	.....	16	Nov. 3-10...	7
			12	Machine tenders.....	10	.....	10		
			(12)	Packers.....	(10)	.....	(10)		
			290	Thereof females.....					
			(60)	Others.					
				Thereof females.					

* Five packers were

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

TURES—Concluded.

780	1,300	2,080	For contract with the union instead of individual employees.	Strike failed.....	Dispute never terminated, but mills were reported running full-handed with new employees by March 1.
1,800	.....	1,800	For increase of wages from \$13 to \$14 and from \$14 to \$17 per week for drivers; from \$14 50 to \$17 per week for bench hands; from \$13 and \$14 to \$15, and from \$15 to \$18 per week for saw hands. Also for reduction of hours from 60 to 59 per week.	All demands granted.....	Conference of employers with delegate from the union. Men were idle on the average 10 days each. The strikes occurring in different factories at different times.
112	.....	112	For agreement with union as to wages.	Strike failed.....	Strikers' places filled with new hands. Dispute not settled, but firm reported full force of employees on July 28.

RUBBER GOODS.

11,626	.....	11,626	For recognition of union and a yearly agreement, which employers refused to sign.	Open shop established.....	Strikers returned to work or their places were filled by new hands.
75	.....	75	Against new system of work, which employees thought would reduce wages of fitters.	Strike failed.....	Strikers returned to work.
3,000	1,000	4,000	Against open shop.....	Strike failed.....	Dispute never terminated, but firm reported running with full force of employees by Jan. 15. Most of the strikers found other employment within 3 months.
10,000	2,000	12,000	For reinstatement of discharged union member, also for discharge of a foreman.	Strike failed.....	Strikers' places filled with new hands by Jan. 1, 1907, but on June 15, as result of intervention of president of American Federation of Labor, firm agreed to take back the strikers in preference to new hands until the list of unemployed strikers should be exhausted. Forty five lasters struck on July 25 and returned to work Aug. 2. Aug. 16, 189 shoe workers went out with same grievance, on being assured of strike benefits from national union.

PAINTS, ETC.

320	.....	320	For a Saturday half-holiday with pay.	Saturday half-holiday without pay.	Direct negotiations of employers with strikers. Strikers were unorganised.
125	.....	125	For re-employment of discharged foreman.	Strike failed.....	Strikers returned to work, except four who were discharged.

AND PULP.

*152	152	Against return to piece work after operators had been temporarily on time work while using poor stock.	Strike failed.....	Strikers returned to work. Strikers not organised.
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out only 1 day.

III.50 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
VI. PAPER AND									
MECHANICVILLE.....	1	.....	60	Paper—Concluded.	25	35	60	Apr. 2.....	1
			542	Laborers.....					
NEWBURGH.....	1	.....	10	Others.	10	.....	10	Apr. 30—	6
			(10)	Cutter girls.....	(10)	.....	(10)	May 5	
			115	Thereof females.....					
			(21)	Others.					
				Thereof females.					
VII. PRINTING AND									
NEW YORK.....	1	.....	26	Bookbinding.	26	.....	26	Jan. 26-31...	5
			(2)	Bookbinders.....	(2)	.....	(2)		
			74	Thereof females.....					
			(64)	Others.					
				Thereof females.					
BUFFALO.....	5	5	57	Lithographing.	57	.....	57	Aug. 1, 1906—	308
				Artists, engravers and				Aug. 1, 1907	
			125	designers.	125	.....	125		
				Pressmen, transferrers					
				and provers.					
NEW YORK CITY.....	†	†	57	Press feeders.....	57	.....	57	Aug. 1, 1906—	308
			156	Artists, engravers and	156	.....	156	Aug. 1, 1907	
				designers.					
			130	Stone and plate preparers	130	.....	130		
			740	Pressmen, transferrers	740	.....	740		
				and provers.					
			290	Press feeders and appren-	290	.....	290		
				tices.					
ROCHESTER.....	6	†	62	Artists, engravers and	37	.....	37	Aug. 1, 1906—	308
				designers.				Aug. 1, 1907	
			10	Stone and plate preparers	9	.....	9		
			95	Pressmen, transferrers	85	.....	85		
				and provers.					
			41	Press feeders.....	39	.....	39		
NEW YORK CITY.				Printing.					
Book and job printing..	73	†	1,455	Compositors.....	1,455	.....	1,455	Jan. 2.....	
			(113)	Thereof females.....	(113)	.....	(113)		
			†	Electrotypers.....	109	.....	109		
			†	Stereotypers.....	104	.....	104		
Printing and publishing.	1	1	106	Compositors.....	106	.....	106	Nov. 24—	
			31	Electrotypers and stereo-	31	.....	31	Jan. 1	
				typers.					
			16	Engravers.....	16	.....	16		
			187	Pressmen and feeders...	187	.....	187		

* Indefinite, but at least one year (308 days).

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
PULP—Concluded.					
25	35	60	For increase in wages.....	Strike failed.....	Strikers returned to work. Strikers were unorganized.
60	60	For full-time pay in times of slack work instead of pay only for actual time worked.	Strike failed.....	Strikers returned to work.
PAPER GOODS.					
130	130	For discharge of two men in arrears for dues to the union.	Strike failed.....	Dispute never terminated, but firm reports strikers' places filled with new hands within four or five days.
27,000	27,000	For eight-hour day and closed shops.	Strike failed.....	Strikers returned to work, the artists, engravers and designers on Aug. 1, other trades May 5. (Cf. Chap. III.)
234,713	234,713	For eight-hour day and closed shops.	Strike failed.....	Strikers returned to work. The artists, engravers and designers struck Aug. 12, 1906, and declared the strike off Aug. 1, 1907; the stone and plate preparers and pressmen struck Aug. 1 and declared the strike off May 23; the press feeders and apprentices struck Aug. 3 and declared the strike off Nov. 22. (Cf. Chap. III.)
25,000	25,000	For eight-hour day and closed shop.	Strike failed.....	Strikers returned to work, the artists, engravers and designers on Aug. 1, other trades on May 27. (Cf. Chap. III.)
†286,423	286,423	For reduction of hours from 9 to 8 per day.	Hours reduced to 8 in 23 shops employing 493 compositors, 41 electrotypers and 28 stereotypers; no change of hours in other shops.	Direct negotiations of the parties where settlements were made; in other shops dispute never terminated, but the strike may be regarded as practically ended by the hiring of new hands. (Cf. Chap. III.)
35,648	35,648	Primarily demand of compositors for reduction of hours from 9 to 8 per day from Jan. 1, 1906, but compositors went out on Nov. 24 because of employment of 4 non-union men; on the same day the electrotypers and engravers struck against increase of hours from 8 to 9 per day, or against open shop; on Dec. 1 the pressmen, and on Dec. 3 the feeders, struck on account of disagreement between the two trades as to which should run the brakes on the presses, or against doing work alleged to belong to compositors and electrotypers.	Strike failed.....	Strikers' places filled with new hands. (Cf. Chap. III)

† Not reported. ‡ To September 30.

III.52 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days
					Di-rectly.	Indi-rectly.	Total.		

VII. PRINTING AND PAPER									
SLINGERLANDS.....	1		18 52	Printing—Concl'd. Compositors..... Others.....	12		12	Apr. 25-	
UTICA.....	8	8	26 (1) 20	Compositors..... Thereof females..... Pressmen and others.....	26 (1)		26 (1)	Oct. 3-21	17
CORTLAND, GLENS FALLS, SANDY HILL AND SCHUYLERVILLE.	3		65 521 (57)	Wall Paper. Printers and color mixers Others..... Thereof females.....	65	288 (27)	65 288 (27)	July 3-10...	6
GLENS FALLS.....	1		56 (20) 143 (14)	Reelers..... Thereof females..... Others..... Thereof females.....	56 (20)		56 (20)	Jan. 23-25...	3

VIII. TEXT									
UTICA.....	1		24 1,500 (1,000)	Cotton Goods. Mule spinners..... Others..... Thereof females.....	24		24	May 14-19 ..	6
UTICA.....	1		233 (166) 154 (24) 254 (121)	Weavers..... Thereof females..... Spinners..... Thereof females..... Others..... Thereof females.....	186 (144)	14	200 (144)	Sept. 7-15...	8
ALBANY.....	1		37 (37) 463 (368)	Knitting Mills. Finishers..... Thereof females..... Others..... Thereof females.....	37 (37)		37 (37)	Oct. 28- Nov. 2	5
AMSTERDAM.....	10		250 (10) 2,835 (1,820)	Knitters..... Thereof females..... Others..... Thereof females.....	250 (10)	1,200 (700)	250 (10) 1,200 (700)	May 17-29...	11
CONHOES.....	1		24 800 (550)	Carders..... Others..... Thereof females.....	24	24	24	April 25- May 5	10
CONHOES.....	1		9 230 (170)	Carders..... Others..... Thereof females.....	9	55 (20)	9 55 (20)	May 14-26...	12
CONHOES.....	1		17 128	Carders..... Spinners, knitters and winders.....	17	83	17 83	June 20-27..	7
OSWEGO.....	1		52 (52) 29	Finishers..... Thereof females..... Others.....	52 (52)		52 (52)	Dec. 16.....	1
UTICA.....	1		42 20 (11) 265 (52)	Mule spinners..... Carders..... Thereof females..... Others..... Thereof females.....	18	24 20 (11)	42 20 (11)	Sept. 34-29..	6

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.53

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
GOODS—Concluded.					
312		312	For union shop.....	Strike failed.....	Dispute never terminated, but firm secured non-union hands in strikers' places. Strikers found work elsewhere, after idleness of one month on an average for each member.
442	17	459	For reduction of hours from 9 to 8 per day from Jan. 1, 1906, without change in other conditions.	Reduction in hours as demanded.	Negotiations of union committee with employers' association. Agreement signed. (Chap. V.)
334	1,481	1,815	For Saturday half-holiday throughout the year instead of during June, July and August.	Saturday half-holiday for 4 months in 1907, 5 months in 1908 and 6 months in 1909.	Conference of committee of employers with union committee. Strike began in two factories on July 6. Agreement signed. (Chap. V.)
148		148	For extra pay at the rate of time-and-one-half for over-time for the boys; the 20 girls struck on the 24th for reinstatement of the boys.	Strike failed.....	All of the strikers except 6 boys returned to work.
TILES.					
144		144	For adjustment of piece prices for different numbers of yarn so as to equalize the wages of mule spinners.	Machinery adjusted so as to put all mule spinners on the same basis as to product.	Conference of superintendent of mules with union committee.
1,116	84	1,200	For 10 per cent. increase in wages instead of 5 per cent. offered.	Strike failed.....	Conference between employees and overseer of the weave room. About $\frac{1}{3}$ of the weavers were at work on the 12th, after being out 4 days.
185		185	Against reduction in wages of $7\frac{1}{2}$ per cent.	Wages reduced $3\frac{1}{2}$ per cent....	Direct negotiations of the parties. Strikers were not organized.
2,500	10,000	12,500	For increase in wages of $2\frac{1}{2}$ cents per hour.	Piece work substituted for time work with rates based on those in competing mills where piece work generally prevailed.	Direct negotiations of representatives of the strikers with the firms. Strikers only temporarily organized. (Cf. Chap. IV.)
240	240	480	For increase of wages from \$1.50 to \$1.75 per day.	Wages advanced to \$1.62 $\frac{1}{2}$...	Conference of mill managers with union committee.
108	660	768	For increase of wages from \$9 to \$9.75 per week.	Wages advanced to \$9.75....	Conference of employers with workmen.
119	231	350	For increase in wages of 25 cents per day.	Advance of $12\frac{1}{2}$ cents.....	Conference of employers and workmen.
52		52	Against change of overseer in finishing room.	Strike failed.....	Conference of new overseer with strikers, the latter returning to work. Strikers not organized.
108	264	372	For increase of wages of spinners' assistants.	Wages of assistants increased from \$5 to \$6 per week.	Direct negotiations of the parties.

III.54 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Data.	Days.
					Di-rectly.	Indi-rectly.	Total.		

VIII. TEXTILES—

Lace.									
NEWBURGH.									
Lace factory.....	1		10	Lace weavers.....	10		10	Sept. 6- Oct. 8	24
			49	Others.					
			(28)	Thereof females.					
Oil Cloth and Twine.									
BUCHANAN.									
Oil cloth factory.....	1	1	160	Oil cloth workers.....	160		160	Dec. 8-16....	8
			(10)	Thereof females.....	(10)		(10)		
			31	Others.....	31		31		
NEW YORK CITY.									
Twine and cordage fac- tory.	1		50	Hammock makers.....	50		50	July 12.....	1
			(50)	Thereof females.....	(50)		(50)		
			550	Others.					
			(350)	Thereof females.					
Silk and Ribbon.									
GENEVA.									
Silk factory.....	1	1	7	Silk weavers.....	7		7	Aug. 20-25..	6
			10	Others.....		10	10		
			(10)	Thereof females.....		(10)	(10)		
GLENDALE.									
Silk ribbon factory.....	1		140	Weavers.....	140		140	June 8- Aug. 17	60
			40	Winders.....	40		40		
			(40)	Thereof females.....	(40)		(40)		
			30	Warpers.....	30		30		
			(30)	Thereof females.....	(30)		(30)		
			10	Others.					
NEW YORK CITY.									
Silk ribbon mill.....	1		100	Weavers.....	100		100	Jan. 8-31....	21
			50	Helpers.....	50		50		
			(50)	Thereof females.....	(50)		(50)		
			60	Finishers.					
			(60)	Thereof females.					
Ribbon weaving.....	1		28	Ribbon weavers.....	28		28	Aug. 8- Sept. 20	37
			14	Others.					
			(14)	Thereof females.					
NEW YORK--QUEENS.									
Silk mill.....	1		50	Silk weavers.....	30		30	May 2-15....	12
			(25)	Thereof females.....	(15)		(15)		

IX. CLOTHING, MILLIN

Caps.									
BUFFALO.....	1	1	29	Cap makers.....	21	8	29	June 27 Aug. 1	30
Laundering and Dyeing.									
NEW YORK CITY.									
Cleaning and dyeing....	1		96	Pressers.....	85		85	Sept. 4.....	1
			(70)	Thereof females.....	(60)		(60)		
			19	Others.					
TROY.									
Laundry.....	1	1	192	Starchers.....	192		192	Nov. 24- Dec. 16	19
			(191)	Thereof females.....	(191)		(191)		
			129	Collar ironers and finish- ers.	28	101	129		
			(118)	Thereof females.....	(28)	(90)	(118)		
			77	Shirt ironers.....		67	67		
			(26)	Thereof females.....		(26)	(26)		

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

Concluded.

240		240	Against change in system of paying time work with one machine standing.	Old system continued.....	Conference of employers with union officials.
1,528		1,528	Against change from piece to day work.	Strike failed.....	Strikers returned to work.
25		25	For the discharge of three Polish girls.	Strike failed.....	Strikers returned to work, except 6 of the leaders who were discharged.
42	60	102	For increase of wages to bring the scale up to that formerly received by weavers when employed by same firm in New York City.	Compromise advance of about 15 per cent. for silk weavers.	Conferences between strikers and foreman
12,600		12,600	For recognition of the union.	Strike failed.....	Strikers returned to work or their places were filled by new hands.
4,410		4,410	Against installation of time clocks.	Strike failed.....	Strikers returned to work so far as their places had not been filled.
1,036		1,036	Men were locked out because unwilling to work during excessively hot weather.	Strike failed.....	No settlement. Strikers' places filled with new hands.
360		360	Against company's rules concerning quality of work.	Strike failed.....	Seven strikers returned to work, places of others filled with new hands. Strikers were unorganized.

BRY, LAUNDRY, ETC.

630	144	774	Against open shop.....	Open shops established.....	Strikers returned to work as individuals.
85		85	Against introduction of time slips.	Strike failed.....	Strikers returned to work.
4,180	3,192	7,372	For re-employment of a discharged employee.	Strike failed.....	Arbitration by a board of three members one each named by the disputants and the third appointed by the other two. Strikers returned to work pending the decision.

DEPARTMENT OF LABOR

Year.			Days.	
NUMBER INVOLVED.			Date.	Days.
Di-rectly.	Indi-rectly.	Total.		

IX. CLOTHING, MILLINERY,

1,400 (000)	...	1,400 (000)	Jan. 18-20...	3
220	...	220	March 8-17...	10
1,300 (000)	...	1,300 (000)	Feb. 8-25	18
85 (10)	...	85 (10)	June 1	...
1,200 (000)	...	1,200 (000)	May 20- June 20	30
44 (000)	...	44 (000)	March 2- May 20	78
120 (100)	...	120 (100)	...	...
30 (30)	...	30 (30)	...	...
30 (30)	...	30 (30)	...	...
11 (25)	...	11 (25)	Jan. 18- Feb. 2	17
20	...	20	June 18-19...	4
18 (25)	...	18 (25)	July 17.....	1

BUREAU OF MEDIATION AND ARBITRATION, 1906. . III.57

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
1,550		1,550	Strike of 50 garment workers in one firm Jan. 18 for discharge of a non-union employee, resulting in a general lockout on Jan. 20 by the employers' association on ground that the strike was a violation of existing agreement for arbitration.	Strikers returned to work; afterward non-union employee was discharged.	Conference of representatives of the employers' association, union committee and international union president.
2,240		2,240	Twenty pants makers in one firm struck on March 5 for reinstatement of member of the Industrial Workers of the World discharged as alleged because members of the United Garment Workers of America refused to work with members of the former union, resulting in a general strike on March 7 of 200 pants-makers in 6 other firms in support of the first strike, and also for the discontinuance of the employers' trade employment bureau and use of the United Garment Workers' label.	Members of the Industrial Workers of the World joined the United Garment Workers' union, the Buffalo local of former being disbanded, and conditions of employment remaining as in existing agreement between the United Garment Workers and the Manufacturers' association.	Negotiations between District Council of the United Garment Workers and the employers. (Cf. Chap. IV.)
18,000	7,500	25,500	For an increase of 10 to 20 per cent. in wages.	Wages advanced as demanded	Negotiations of president of union with each contractor.
5,000		5,000	For recognition of the union.	Strike failed.....	No settlement, but employer reported places of strikers filled with new hands immediately. Union reported 40 hands still out on August 30, but that the strike was lost.
10,000		10,000	For increase in wages, recognition of union and free machines.	Increase of wages and other conditions as demanded.	Conference of union representatives with individual contractors. Agreement signed. (Chap. V.)
56,575	17,009	73,584	Against discharge of 65 coat makers.	Discharged coat makers re-employed.	Conference between general secretary of union and employer, arranged by a manufacturer from Cincinnati. Agreement signed. (Chap. V.)
1,955		1,955	For recognition of the union	Strike failed.....	Strikers returned to work.
80		80	For pay day on Tuesday instead of Thursday.	Pay day changed to Tuesday.	Conference of union delegate with employer.
79		79	For reinstatement of discharged employee.	Strike failed.....	Direct negotiations of the parties.

LAUNDRY, ETC.—Continued.

III.58 . NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
IX. CLOTHING, MILLINERY.									
UTICA. Clothing factory.....	1		897 (157)	Men's Clothing— Concluded. Garment workers..... Females.....	150 (50)		150 (50)	May 5-9.....	4
Clothing factory.....	1	1	35 250 (75) 95 (75)	Cutters and trimmers... Coat makers..... Thereof females..... Pants and vest makers.. Thereof females.....	35 250 (75) 95 (75)		35 250 (75) 95 (75)	June 1- Sept. 22	96
NEW YORK CITY.....	50	50	700 (600)	Neckwear. Neckwear makers..... Thereof females.....	700 (600)		700 (600)	July 6-14....	8
NEW YORK CITY.....	1		20 30	Cutters..... Machine sewers.....	20		20	Jan. 26- Feb. 10	14
NEW YORK CITY. Children's jacket making.	40	40	1,067	Women's and Chil- dren's Clothing. Jacket makers.....	1,067		1,067	June 21- Aug. 7	40
Cloak making.....	1		20 200 (50) 40	Cutters..... Tailors..... Thereof females..... Pressers.....					
Cloak making.....	1	1	15 150	Cutters..... Tailors.....	15 150		15 150	July 23- Aug. 11	18
Cloak factories.....	3	3	75	Finishers, operators and pressers.	75		75	May 7-12....	6
Shirt waist factory.....	1	1	(15) 230 (170) 20 (20) 10	Thereof women..... Operators..... Thereof females..... Floor girls..... Thereof females..... Pressers.....	(15) 230 (170)		(15) 230 (170)	April 30- May 5	6
Women's clothing factory	1	1	50 (40)	Waist and suit makers.. Thereof females.....	50 (40)		50 (40)	Aug. 7-16...	9
X. FOOD, LIQUORS									
NEWBURGH.....	4	4	18	Bakeries. Bakers.....	18		18	May 1.....	1

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

LAUNDRY, ETC.—Concluded.

600		600	For reduction of hours from 59 to 54.	Strikers returned to work upon promise of firm to consider their demands on June 1, 1906.	Member of general executive board of the United Garment Workers of America ordered the strikers to return to work. Strike was not approved by the national union.
36,480		36,480	For reduction of hours from 59 to 54 per week and for a new contract.	Strike failed.	Strikers returned to work.
5,600		5,600	Originally lockout because the union imposed a fine on an employer for abuse of an employee; afterward a strike for union agreement.	Fine paid and union agreement signed by all employers involving increase of wages from \$3 to \$3.50 per week for girls and from \$8 to \$8.50 per week for men.	Negotiations between individual employers and union representatives brought about by announced intention of the Bureau of Mediation and Arbitration to investigate the dispute. Agreement signed. (Cf. Chaps. IV. and V.)
280		280	For increase in wages and recognition of union.	Strike failed.	Strikers' places filled with non-union hands.
42,680		42,680	For reduction of hours from 59 to 53 per week.	Hours reduced to 53 per week.	Conference between employers and committee from the union.
1,200		1,200	For recognition of union.	Union recognized.	Conference between employers and union committee.
1,770		1,770	Principally for recognition of union; also for increase of cutters' wages from \$18 and \$20 to union rate of \$24.	Strike failed.	No settlement, but employer reported full working force composed of new hands or strikers who had returned to work on Aug. 11. Cutters struck July 23, tailors August 1.
450		450	For increase in piece rates of 5 cents per garment.	Advance of 5 cents per garment.	Conference of employers and union committee.
1,610	210	1,820	For reduction of hours to 10 per day.	Hours reduced to 10 per day.	Conference between employer, representatives of union and a manufacturer from whom the employer received much work.
450		450	For re-employment of discharged member of the union.	Reinstatement of discharged employee and recognition of union.	Conference of union committee and members of firm.

AND TOBACCO.

18		18	For renewal of union agreement to which employers objected chiefly in respect of prohibition of work on the night of holidays instead of on the eve; also in respect of prohibition of reduction of existing wages when higher than union scale, phrasing of union shop clause, restriction of overtime work and use of union label at employers' expense.	Union agreement signed without modification.	Conferences of president and secretary of Central Labor Union with individual employers. Agreement signed. (Chap. V.)
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III.60 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
X. FOOD, LIQUORS AND									
New York City. Mineral water bottling...	42	.....	150 50	Breweries and Bot- tling Works. Bottlers..... Drivers.....	150 50	..... .....	150 50	Sept. 1- Oct. 1	25
Syracuse. Brewery.....	1	.....	75	Brewery workmen.....	27	.....	7	July 26-27..	1½
New York City.....	1	1	700 (200)	Cigars. Cigar makers..... Thereof females.....	700 (200)	..... .....	700 (200)	July 25- Aug. 7	12
New York City.....	1	.....	75 (15) 10 20	Cigar makers..... Thereof women..... Packers..... Strippers.	75 (15) 10	..... ..... .....	75 (15) 10	May 1- June 30	53
New York City.....	1	1	400 100 (100)	Cigar makers..... Packers..... Thereof females.....	400 100 (100)	..... ..... .....	400 100 (100)	Jan. 27 Feb. 16	18
Syracuse.....	1	1	75 (16) 64 (44)	Cigar makers..... Thereof females..... Others..... Thereof females.....	75 (16)	..... ..... .....	75 (16) 64 (44)	Feb. 16- March 10	20
New York, Manhattan.	1	.....	20 200	Provisions. Drivers..... Butchers, etc.	15	.....	15	May 17.....	1
XI. WATER, LIGHT AND									
Yonkers. City water department..	1	1	20	Laborers.....	20	.....	20	June 23.....	1
Buffalo. Gas manufacture.....	1	.....	35 135	Firemen..... Others.	35	.....	35	Aug. 2-28...	23
XII. BUILDING									
Auburn.....	1	.....	25 11 20	Building (General) Carpenters..... Painters. Others.	25	.....	25	July 11-12...	2

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.61

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

TOBACCO—Concluded.

3,000		3,000	For increase of wages from \$7 to \$11 per week for bottlers and from \$12 to \$14 per week for drivers, also for reduction of working hours from 12 to 10 per day.	Wages increased from \$7 to \$11 per week for bottlers and from \$12 to \$14 per week for drivers.	Conferences of employers with Secretary of United Hebrew Trades. Agreement signed. Strike did not effect all factories at the same time.
40		40	For reinstatement of discharged washhouseman and return to his former position of bottler who had been transferred to wash-house.	Demands of strikers granted.	Conference of employers with union representatives.
8,400		8,400	For reinstatement of discharged employee.	Strike failed.	Strikers returned to work.
200		200	For increase of 10 per cent. in piece rates on forty grades of cigars.	Rates increased on four grades from \$1.50 to \$1.62 per thousand for making and from \$2 to \$2.25 per thousand for packing.	Conference of representatives of the firm with union committee.
9,000		9,000	For increase of \$1, \$2 and \$3 in rates per thousand on certain cigars; demand that firm refrain from examining work after 3 P. M.; that week end on Friday evening and be paid for on Saturday; and that if contract presented was not signed the shop should remain an organized shop.	Prices increased 25 cents, 50 cents and \$1 per thousand on the grades of work in question. Shop to remain union.	Conference of member of firm with representatives of the union.
1,500	1,280	2,780	For discharge of new assistant foreman alleged to be arbitrary in his conduct toward workmen.	Assistant foreman resigned.	Strikers returned to work upon resignation of objectionable foreman. (Cf. Chap. IV.)
15		15	For re-employment of discharged union member.	Discharged member re-employed.	Conference of firm's manager with union representatives.

POWER DISTRIBUTION.

20		20	For increase of wages from \$2 to \$2.25 per day, and allowance for car fare to and from work previously received but which had been discontinued.	Car fare allowed as previously; after resumption of work, on July 1, wages were advanced to \$2.25.	Conference of mayor of city with committee of strikers.
800		800	For increase of wages from \$2 to \$2.25 per day.	Strike failed.	Dispute never settled but employers reported full force of new hands on Aug. 28.

INDUSTRY.

50		50	Against employment of non-union painters who were employed in the places of painters on strike against employment of non-union plumbers.	Strike failed.	Strikers' places filled with new hands.
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III.62 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total. No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di- rectly.	Indi- rectly.	Total.		
XII. BUILDING IN									
				Building (General)— Continued.					
AUBURN.....	12	12	50	Carpenters.....	50		50	June 18- July 28	35
			40	Masons.....	40		40		
			25	Painters.....	25		25		
			50	Others.....	50		50		
BUFFALO.....	6	6	25	Bricklayers.....	25		25	March 31- April 14	13
			25	Electricians.....					
			2	Engineers.....	2		2		
			40	Laborers.....		40	40		
			88	Carpenters, iron workers, plumbers, etc.	88		88		
ELMIRA.....	4	4	65	Bricklayers and masons.	65		65	April 2-5....	4
NEW YORK CITY.....	1	1	5	Painters.....	5		5	Nov. 16- Dec. 8	17½
			8	Plumbers.....	8		8		
			8	Plumbers' helpers.....	8		8		
NEW YORK CITY.....	1	1	40	Carpenters.....	40		40	Sept. 28- Oct. 13	14
			65	Plasterers and helpers...	65		65		
			6	Plumbers and helpers...	6		6		
NEW YORK CITY.....	1		15	Stone cutters.....	15		15		
			10	Lathers.....					
			10	Plumbers.....	10		10	Feb. 23-24..	2
			10	Steam fitters.....	10		10		
NEW YORK CITY.....	1		7	Carpenters.....	7		7	Jan. 9.....	1
			10	Lathers.....					
			5	Plasterers.....	5		5		
			2	Plumbers.....	2		2		
			2	Steam fitters.....	2		2		
NEW YORK CITY.....	1		15	Lathers.....				Dec. 1-26....	19
			7	Plumbers.....	7		7		
			10	Laborers.....	10		10		
NEW YORK CITY.....	1	1	20	Plumbers.....	20		20	Oct. 20- Dec. 12	42
			10	Plumbers' helpers.....	10		10		
			10	Plasterers.....					
			10	Plasterers' laborers.....	10		10		
NEW YORK CITY.....	1	1	12	Carpenters.....	12		12	Feb. 13-16...	4
			2	Painters.....	2		2		
			8	Plasterers.....	8		8		
			8	Plasterers' laborers.....	8		8		
			2	Plumbers.....		2	2		
NEW YORK CITY.....	1		42	Carpenters.....	42		42	July 5-28....	21
			25	Tinsmiths.....					
NEW YORK CITY.....	1		18	Plasterers.....	18		18	Sept. 28-29..	2
			12	Plasterers' laborers.....	12		12		
			20	Others.....	14		14		
NEW YORK, BROOKLYN..	1		29	Carpenters, lathers and steam fitters.	29		29	April 2-7....	6
			9	Plumbers and helpers.....					

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.63

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Directly.	Indirectly.	Total.			
4,075		4,075	Against employment of non-union plumbers during strike of union plumbers.	Strike failed.....	Carpenters returned to work on June 19; the others returned to work or inaugurated independent strikes of their own in August.
1,387	360	1,747	Against employment of members of independent local union of electrical workers at \$3.20 per day instead of members of the international union affiliated with the United Trades and Labor Council at \$2.80 per day.	No further discrimination against members of international union.	Negotiations of the business agent and executive committee of the United Trades and Labor Council with representatives of the Builders' Exchange. Bricklayers went out April 5 thereby rendering idle the 40 laborers. (Cf. Chap. IV.)
260		260	For increase of wages from 41 to 50 cents per hour.	Wages advanced to 50 cents	Conference of employers and representatives of strikers. Strikers were organized.
367		367	Against plaster work by firm employing non-union men.	Transfer of sub-contract from the non-union to a union firm.	Conference of contractors and representative of the strikers.
1,764		1,764	Against discharge of National League plumbers to make way for employment of United Assn. plumbers.	Plumbers of National League re-employed.	Negotiations between the contractor and National League of Plumbers No. 2. Agreement signed with National League Plumbers No. 2.
40		40	For discharge of members of independent local lathers' union, strikers being members of international lathers' union.	Strike failed.....	Associated Building Trades ordered men to return to work and on May 4 formally declared strike off.
16		16	For discharge of members of independent local lathers' union, strikers being members of international lathers' union.	Strike failed.....	Associated Building Trades ordered men to return to work and on Feb. 16 formally declared the strike off.
323		323	For employment of members of the Wood, Wire and Metallic Lathers' Union for wood lath work, in place of the members of Metallic Lathers' Union, the former claiming that the latter were not recognized as union men.	Strike failed.....	Central Building Trades' Association upon investigation decided that members of both bodies were union men whereupon strikers returned to work.
1,600		1,600	Against employment of non-union plasterers.	Non-union plasterers discharged.	Negotiations between business agent of the union and employer.
120	8	128	Against employment of non-union plumbers.	Non-union plumbers joined the union.	Conference of representative of the plumbers' union with employer.
862		862	Against employment of non-union tinsmiths from Philadelphia where the union tinsmiths were on strike against the firm.	Strike failed.....	Strikers returned to work by order of their union.
88		88	For employment of union laborers in place of non-union men who were at work.	Union men were employed...	Conference of contractor with business agent of the union.
203		203	To compel the plumbers who were members of the United Association of Journeymen Plumbers, etc to join the rival National League of Plumbers, etc.	Strike failed.....	Strikers' places filled with new hands.

DUSTRY—Continued.

III.64 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING IN									
NEW YORK, BROOKLYN..	1	9	Building (General)—Continued.				Nov. 11.....	•
				9 Carpenters.....	9		9		
				4 Cement pavers.....	4		4		
				8 Plasterers.....	8		8		
NEW YORK, BROOKLYN..	1	1	48	4 Steam fitters.....	4		4	Mar. 20-23..	4
				48 Carpenters, plasterers and laborers.	48		48		
				14 Painters.....		14	14		
NEW YORK, BROOKLYN..	1	18	18 Carpenters, plasterers and laborers.	18		18	Mar. 20-27...	8
				7 Plumbers and laborers.					
NEW YORK, BROOKLYN..	1	1	50	50 Drivers.....	50		50	May 10-25...	14
				150 Laborers.....		150	150		
NEW YORK, BROOKLYN..	1	1	14	14 Painters.....		14	14	Mar. 20-23...	4
				20 Carpenters.....	20		20		
				20 Plasterers.....	20		20		
				8 Laborers.....	8		8		
NEW YORK, BROOKLYN..	1	12	12 Carpenters.....	12		12	Mar. 20-27...	7
				4 Plasterers.....	4		4		
				4 Plumbers.....	4		4		
				5 Others.....	5		5		
NEW YORK, MANHATTAN	1	1	8	8 Plumbers, steam fitters and helpers.	8		8	June 15-16..	2
NEW YORK, MANHATTAN.	1	12	12 Lathers.....		12	12	May 8-18....	10
				20 Electrical workers.....	20		20		
				52 Painters, plumbers and helpers.	52		52		
				40 Plasterers and laborers.					
NEW YORK, MANHATTAN	1	1	30	30 Electrical workers, lathers, plumbers, steam fitters and helpers.	30		30	May 24-June 28	31
				38 Plasterers and laborers..		38	38		
NEW YORK, MANHATTAN	1	35	35 Plasterers.....	30		30	May 7-June 2	24
				168 Others.....	168		168		
NEW YORK, QUEENS....	1	4	4 Electricians.....				Nov. 3-7....	4
				28 Plasterers.....	28		28		
				4 Plumbers.....	4		4		
				2 Steam fitters.....	2		2		
				14 Laborers.....	14		14		

* No time lost as strikers

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.65

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

MON.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			

DUSTRY—Continued.					
*	*	*	For increase in wages from \$3.50 to \$4 per day for carpenters which had been promised by foreman without contractor's knowledge and which the latter declined to grant.	Strike failed.....	Dispute never terminated; strikers' places filled immediately with non-union men.
192	56	248	To compel the painters who were members of the Brotherhood of Painters, etc., to join the Amalgamated Painters, etc.	Painters joined the Amalgamated Painters' organization.	Conference of employers with representative of the Amalgamated Painters.
144	.....	144	To compel, on behalf of the National League of Plumbers, etc., the discharge of the plumbers who were members of the rival United Association of Journeymen Plumbers, etc.	Strike failed.....	Strikers returned to work.
700	2,100	2,800	For increase of wages from \$2 to \$2.25 per day.	Wages advanced to \$2.25....	Conference of president of company with officers of union.
192	56	248	Demand that the painters should leave the Brotherhood and join the National Alliance of Amalgamated Painters.	Men joined the National Alliance.	Conference of union delegates with employer.
175	.....	175	For discharge of "United Association" plumbers, strikers being members of the "Plumbers' League."	Strike failed.....	Strikers returned to work.
16	24	40	For discharge of non-union lathers.	Non-union lathers discharged.	Conference of employers with committee from Associated Building Trades.
720	.....	720	Against employment of members of Operative Plasterers' International Association or the Brotherhood of Electrical Workers and for employment of members of the Journeymen Plasterers' Society and the Greater New York Electrical Workers' Union.	Strike failed.....	Strikers returned to work, the Associated Building Trades having disapproved their action.
930	1,178	2,108	For discharge of members of Journeymen Plasterers' Society and for employment of members of Operative Plasterers' International Association.	"Journeymen" plasterers discharged, "Operative" plasterers employed.	Conference of contractors with committee from Associated Building Trades.
4,752	.....	4,752	For discharge of members of the Journeymen Plasterers' Society not affiliated with Associated Building Trades and employment of none but members of the Operative Plasterers' International Association affiliated with Associated Building Trades.	Work given to Operative Plasterers' International Association.	Conference of employers and board of delegates of Associated Building Trades.
192	.....	102	Against employment of non-union electricians.	Non-union electricians discharged.	Conference of representatives of the building trades of Queens and Nassau counties and the employer.

found work elsewhere.

III.66 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total. No.	Occupation.	NUMBER INVOLVED.			Data.	Days.
					Di- rectly.	Indi- rectly.	Total.		
XII. BUILDING IN									
				Building (General)— Concluded.					
NEW YORK-ASTORIA....	1	1	1	Foreman.....	1		1	Feb. 16-19..	3
			35	Bricklayers.....	35		35		
			70	Laborers.....		70	70		
OSWEGO.....	1	1	40	Carpenters.....	40		40	Oct. 2-12...	10
			12	Painters.....	12		12		
			6	Plumbers.....	6		6		
ROCHESTER.....	4	4	27	Carpenters.....	27		27	Apr. 20-25..	5
			13	Engineers, iron workers and lathers.	13		13		
			4	Painters and plumbers.					
SYRACUSE.....	†	†	300	Building laborers.....	150		150	May 1	.....
UTICA.....	1		34	Laborers.....	15		15	June 9.....	1
			92	Carpenters, masons and others.					
UTICA.....	1		15	Laborers.....	15		15	July 19-23...	4
			13	Lathers, plumbers and engineers.	13		13		
			32	Carpenters and masons.					
			47	Others.					
				Carpentry.					
ALBANY.....	1	1	27	Carpenters.....	26		26	Apr. 17-21..	5
AUBURN.....	5	5	40	Carpenters.....	40		40	Aug. 13-20..	7
COHOES.....	†	†	65	Carpenters.....	65		65	Apr. 2-5....	4
LITTLE FALLS.....	6	6	54	Carpenters.....	54		54	Apr. 2.....	1
NEW YORK CITY.....	†	†	†	Carpenters.....	1,485		1,485	May 1- June 15	40
NEW YORK CITY.....	1	1	103	Carpenters.....	103		103	July 2-7.....	5
				Concrete Construc- tion.					
ELMIRA.....	1		125	Laborers.....	12		12	Sept. 19.....	1
				Electrical Wiring.					
ALBANY.....	4	4	25	Electrical workers.....	25		25	Sept. 29- Oct. 17	16

† Not

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.67

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			

DUSTRY—Continued.					
108	210	318	To sustain foreman in refusal to take orders from super-intendent.	Strike failed.....	Strikers returned to work ex-cept the foreman.
580	.....	580	Against employment of non-union painters.	Non-union painters with-drawn from the work.	Direct negotiations of the parties.
200	.....	200	Against the employment of non-union painters and plumbers.	Non-union men withdrawn from work.	Strikers returned to work.
4,000	.....	4,000	For increase of wages and reduction of hours.	Strike failed.....	Strikers' places filled immedi-ately by new hands. Strik-ers secured other work within a few weeks.
15	.....	15	Against employment of non-union laborers.	Non-union men applied for membership in the union.	Conference of business agent of the building trades council with members of the firm.
112	.....	112	Against employment of non-union laborers.	Non-union men joined the union.	Negotiations of the business agent of union with the firm.
130	.....	130	Against employment of a member of the German union of carpenters, which was in arrears for per capita tax to the carpen-ters' district council and whose members were without working cards from that body.	The German union paid ar-rears of per capita tax to district council, and its members received working card.	Negotiations between repre-sentatives of the German union and the district coun-cil.
280	.....	280	Against "open shops ".....	" Closed shop ".....	Direct negotiations of union committees with employers.
260	.....	260	For increase in wages from 30 to 35 cents per hour and reduction in hours from 53 to 47 per week.	Wages increased to 35 cents and hours reduced to 47.	Direct negotiations between employers and union repre-sentatives. Agreement signed. (Chap. V.)
54	.....	54	For reduction of hours from 9 to 8 per day without de-crease of pay.	Hours reduced as demanded.	Conference of employers with union committee. Agree-ment signed. (Chap. V.)
28,870	.....	28,870	For increase of wages in Brooklyn Borough from \$4 to \$4.50 per day, being originally a strike in that Borough followed by gen-eral lockout of members of Carpenters' District Council of Greater New York because an arbitra-tion award adverse to the Brooklyn members was not accepted by them.	Wages to be advanced to \$4.30 per day in Brooklyn Borough on July 1, as pro-vided for in a previous agreement and to be fur-ther advanced on Aug. 15 to \$4.50 per day.	Negotiations between repre-sentatives of Master Car-penters' Association and the unions. Agreement signed. In Brooklyn Bor-ough 1,200 were on strike from May 1 to 12, and 425 from May 28 to June 15; in the other boroughs 1,060 were locked out from June 5 to 15. Agreement signed. (Cf. Chaps. IV and V.)
515	.....	515	For increase of wages from \$4.50 to \$4.80 per day.	Wages advanced to \$4.80....	Conference of employer's rep-resentative with union com-mittee.
12	.....	12	For re-employment of two discharged employees.	Strike failed.....	Strikers returned to work.
400	.....	400	For reduction of hours from 9 to 8 per day and increase in wages from \$2.75 to \$3 per day.	Hours reduced to 8 and wages advanced to \$3 by one firm employing 12 of the strik-ers; strike failed in other shops.	Conferences of employer with representatives of the union in case of firm which set-tled; in other shops strikers' places were filled with new hands.

reported.

III.68 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total. No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di- rectly.	Indi- rectly.	Total.		
XII. BUILDING IN									
SCHENECTADY.....	6	6	23	Electrical Wiring— Concluded. Electrical workers.....	23		23	Apr. 7-28...	19
BUFFALO, ROCHESTER...	4	4	52	Elevator Construc- tion. Elevator constructors...	52		52	May 1-26....	23
BATH.....	1	1	15	Excavating. Laborers.....	15		15	May 30.....	1
NEW YORK CITY.....	1	1	1,200	Rockmen (laborers)....	1,200		1,200	July 16.....	1
NEW YORK CITY.....	1		15	Engineers.....	15		15	Feb. 15-16...	2
PORT CHESTER.....	5	5	1,800	Laborers.					
			500	Excavators.....	500		500	May 8-12....	5
			100	Rockmen.....	100		100		
AMSTERDAM.....	12	12	35	Masonry. Hod carriers.....	35		35	July 16-20...	5
			30	Laborers.....	25		25		
			36	Masons.....		36	36		
AUBURN.....	12	8	65	Masons, plasterers, etc..	40		40	Aug. 1-20...	17
			40	Laborers.					
NEW YORK CITY.....	1	1	9	Bricklayers.....	9		9	Aug. 28-31..	4
			10	Laborers.....		10	10		
OSWEGO.....	1		15	Bricklayers.....	15		15	Dec. 26-30...	5
			30	Laborers.....		30	30		
SCHENECTADY.....	15	15	120	Bricklayers and masons.	120		120	June 1-26...	22
			100	Laborers.....		100	100		
SCHENECTADY.....	20	20	100	Laborers.....	100		100	June 25-	12
			150	Bricklayers and masons.		120	120	July 7	
YONKERS.....	8	8	150	Bricklayers and masons.	150		150	April 24-28..	5
			75	Laborers.....	75		75		
ALBANY.....	15	15	100	Painting and Paper- hanging. Painters.....	100		100	April 1-30...	25

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.69

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

DUSTRY—Continued.

437		437	For Saturday half-holiday with pay.	Hours for Monday to Friday increased from 8 to 8½ and Saturday half-holiday without pay.	Conference of representatives of contractors' association with union committee.
1,196		1,196	For uniform rate of wages per day of \$3.40 for mechanics and \$2.40 for helpers.	Uniform rates as demanded.	Direct negotiations of union committee with representatives of the firms. Agreement signed. (Chap. V.)
15		15	Against objectionable time-keeper.	Strike failed.	Strikers returned to work.
1,200		1,200	For increase of wages from \$1.75 to \$2 per day.	Strike failed. Men returned to work at same rate of wages.	No settlement.
30		30	For reinstatement of discharged engineer.	Strike failed.	Union ordered men to return to work.
3,000		3,000	For increase in wages of 25 cents per day (\$1.50, \$1.75 to \$1.75, \$2.00.)	No change in wages.	Strikers returned to work. Strikers were organized.
300	180	480	For increase of wages and nine-hour day.	Advance from \$1.75 to \$2 (average) for hod carriers and from \$1.50 to \$1.75 (average) per day for laborers; hours reduced from 10 to 8-10 for hod carriers.	Negotiations between employers and representatives of union and officers of Central Labor Union.
160		160	For increase of wages from 50 to 55 cents per hour and Saturday half-holiday.	Wages advanced to 55 cents per hour and Saturday half-holiday established.	Negotiations of representatives of the union with the employers individually. Men lost 4 days apiece on the average, as 30 men secured work elsewhere during most of the time.
36	40	76	To enforce the union scale of wages.	No change in wages.	Executive board of Bricklayers' Union ordered the men back to work, the contract being nearly completed.
75	150	225	To enforce provision of international union's constitution requiring that a journeyman member oversee all work on all walls the construction material of which takes the place of stone or brick.	Strike failed.	Dispute never terminated but contractors filled strikers' places with non-union men.
2,640	2,200	4,840	For increase of wages from 50 to 60 cents per hour and Saturday half-holiday.	Wages advanced to 60 cents and Saturday half-holiday.	Negotiations between employers' association and the union.
1,200	1,440	2,640	For increase of wages from \$1.75 to \$2.25 per day, time and one-half for over-time, double time for holidays and Sundays and Saturday half-holiday.	Increase of wages to \$2.25 and other conditions as demanded.	Conferences of individual employers with union committee.
1,125		1,125	To compel payment of wages at the place of work to an employee who refused to go to the office therefor.	Decision that men should be paid at the office.	Work resumed pending settlement by the Building Trades' Arbitration Board, composed of 6 master builders and 5 bricklayers.
2,500		2,500	For an increase of wages from \$2.50 to \$3 per day.	Wages increased from \$2.50 to \$3 per day.	Conference of representative of union and employers' association.

III.70 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XII. BUILDING IN									
BUFFALO.....	5	5	74	Painting and Paper-hanging—Concl'd. Paperhangers.....	74	.....	74	March 1-6...	5
GENEVA.....	3	.....	19 15	Painters..... Paperhangers.....	19 15	..... .....	19 15	April 3-24...	19
ITHACA.....	8	8	80	Painters and paperhang-ers.	80	.....	80	March 1-April 9	34
JOHNSTOWN.....	8	8	30	Painters.....	30	.....	30	March 1-June 1	79
NEW YORK CITY.....	2	2	50	Painters.....	50	.....	50	Sept. 17-18..	2
NEW YORK CITY.....	†	†	6,000	Painters and decorators.	6,000	.....	6,000	May 21-June 27	33
NEW YORK CITY.....	1	.....	76 34	Painters..... Others.	72	.....	72	May 1-10....	9
OSWEGO.....	11	11	30	Painters.....	30	.....	30	April 2-7....	6
POUGHKEEPSIE.....	9	9	73	Painters.....	73	.....	73	April 2-10...	8
ROCHESTER.....	24	24	143	Paper hangers.....	143	.....	143	April 2-3....	2
ALBANY	37	.....	83 50 20	Plumbing. Plumbers..... Apprentices..... Laborers.....	83 50	..... ..... 20	83 50 20	April 5-18...	12
AUBURN.....	6	6	35	Plumbers.....	27	.....	27	May 7.....	

* Estimated.

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di- rectly.	Indi- rectly.	Total.			
246		246	For an increase of 5 cents per roll for hanging ceiling paper.	Price per roll increased 5 cents.	Conference of union representatives with individual employers. Sixty-two men employed by 4 firms returned to work March 5; 12 men employed by one firm returned March 7.
646		646	For reduction of hours from 9 to 8 per day without reduction of wages.	Wages increased on Sept. 1, 1906, for paperhangers from \$2.50 to \$2.75 per day; for painters from \$2 to \$2.25 and from \$2.25 to \$2.50 per day.	Conference of representatives of employers and of employees together with committee from Geneva Federation of Labor.
2,720		2,720	For 15 per cent. increase in wages, and against working with non-union men of other crafts in the building trades.	Wages increased 15 per cent.; prohibition of work with non-union painters but no prohibition as to other crafts.	Conference of committees from each side. Agreement signed. (Chap. V.)
900		900	For increase of wages from \$2.25 to \$2.50 per day.	Strike failed.	Strikers returned to work.
100		100	For increase of wages from \$3.50 to \$4 per day.	Wages increased to \$4 per day.	Conference of employers with union delegate.
*60,000		*60,000	Against reduction of wages for all rough work such as cleaning walls, etc., to \$2 per day and for increase of decorators' wages from \$4 to \$4.50 and painters from \$3.50 to \$4, strike being to set aside an umpire's arbitration award which had fixed the new rate of \$2 for rough work and the former rates of \$4 and \$3.50 for skilled work.	Umpire's decision set aside with abandonment of \$2 rate for rough work but with no increase in old rates of wages.	Conferences of representatives of employers' associations and the unions. (Cf. Chap. IV.)
648		648	For increase in wages of those receiving \$3.50 to union rate of \$4 per day.	Strike failed.	Strikers returned to work or their places were filled. Dispute never terminated but employer reported full force of hands by May 11.
180		180	For increase of wages from \$2.25 to \$2.50.	Wages advanced to \$2.50.	Negotiations between employers' association and union representatives.
584		584	For increase of wages from \$2.50 to \$3 per day.	Wages advanced to \$2.80.	Conference of committees from employers' association and the union. Agreement signed. (Chap. V.)
286		286	For increase of wages from \$3 to \$3.25 per day.	Wages advanced to \$3.25.	Conference of employers with union representatives. Agreement signed. (Chap. V.)
1,596	240	1,836	For increase of wages from 43½ cents to 50 cents per hour and against employment of additional apprentices for a period of two years from May 1, 1906.	Wages increased to 50 cents per hour; apprentice question left in abeyance but meantime no additional apprentices to be employed.	Conference of representatives of the Master Plumbers' Association and the union.
2,000		2,000	For union agreement without provision demanded by employers that union members must not work for employers outside of masters' association.	Strike failed.	Dispute never terminated but strikers' places were gradually filled with non-union hands during the summer.

†Not reported.

III.72 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURATION.	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Directly.	Indirectly.	Total.		
XII. BUILDING IN									
NEW YORK CITY†.....	500	500	1,500 900	Plumbing—Concl'd. Plumbers..... Helpers.	1,500 .	.....	1,500	July 2– Aug. 1	25
NEW YORK CITY.....	500	.....	900 1,500	Plumbers' helpers..... Plumbers.	900 .....	.....	900	July 2– Aug. 1	25
NEW YORK CITY.....	1	.....	110 110 20 20 14	Plumbers..... Plumbers' helpers. Steam fitters. Steam fitters' helpers. Others.	110 ..... ..... ..... .....	.....	110	Jan. 15–19...	5
NEW YORK CITY*.....	400	.....	1,600	Plumbers.....	1,600 .....	.....	1,600	July 2– Aug. 18	41
SCHENECTADY.....	17	.....	60 60	Plumbers..... Helpers.....	60 50	.....	60 50	July 18– Aug. 23	32
WATERTOWN.....	14	14	26	Plumbers.....	26 .....	.....	26	April 2–21...	18
Road and Track Construction.									
COHOES.....	1	.....	75	Laborers.....	60 .....	.....	60	Sept. 10–17..	7
CRANESVILLE.....	1	.....	110	Laborers.....	50 .....	.....	50	Aug. 5.	½
DUNKIRK.....	1	.....	75	Track laborers.....	75 .....	.....	75	Sept. 25–29..	4
LEWISTON.....	1	.....	25	Laborers.....	20 .....	.....	20	Sept. 27.....	1

* Brooklyn borough

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
DUSTRY—Continued.					
37,500		37,500	For increase of wages from \$4.75 to \$5 per day immediately instead of on Oct. 1.	Wages increased to \$5 on Oct. 1.	Master plumbers signed an agreement with the United Association of plumbers and the strikers who were members of the National League of Plumbers abandoned the latter and joined the United Association, returning to work under the latter's agreement. The helpers struck at the same time, but for the most part independently. (See agreement in Chap. V.)
22,500		22,500	For an increase of wages from \$6 and \$9 to \$12 per week, and an eight-hour day, and to assist members of National League of Plumbers who were on strike.	Strike failed.	Strikers returned to work. Plumbers were on strike at the same time on their own account.
550		550	For full day's pay instead of one-half day's pay on Saturday with Saturday half-holiday.	Strike failed.	Strikers returned to work.
45,100		45,100	For increase of wages from \$4.75 to \$5 per day immediately instead of on Oct. 1.	Wages increased to \$5 on Oct. 1.	Master plumbers signed an agreement with the United Association of plumbers and the strikers who were members of the National League of Plumbers abandoned the latter and joined the United Association, returning to work under the latter's agreement. About 500 of the strikers found work elsewhere without loss of time. (See agreement in Chap. V.)
3,520		3,520	For increase of wages from \$3.50 to a minimum rate of \$4 per day for journeymen; also for Saturday half-holiday during July and August, 1906, and during the months from May to Sept., 1907.	Wages advanced from \$3.50 to \$4 per day.	Direct negotiations of the parties.
468		468	For reduction of hours from 9 to 8 per day without decrease of pay, and closed shop.	No change in hours, but wages advanced from 33¢ to 35 cents per hour, and closed shop established in all but one shop with two employees.	Conference of employers with union committee.
420		420	For increase of wages from \$1.50 to \$1.75 per day and shorter hours.	Strike failed.	Strikers returned to work.
25		25	For increase of wages	Strike failed.	Strikers returned to work.
300		300	For employment of Italian in place of American foreman.	Strike failed.	Conference between superintendent and committee of strikers. Strikers returned to work.
20		20	For discharge of foreman	Strike failed.	Strikers returned to work.

† Manhattan borough.

III.74 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		

XII. BUILDING IN

NEWBURGH.....	1	1	72	Road and Track Con- struction—Concl'd. Laborers and teamsters..	65	7	72	Sept. 15-17..	2
NEW YORK, BROOKLYN..	1	.....	80 150	Drivers..... Laborers.	62	.....	62	Apr. 7-28...	19
NEW YORK CITY.....	1	.....	20	Laborers.....	20	.....	20	June 28.....	1
NEW YORK, QUEENS....	1	1	100	Laborers.....	100	.....	100	June 19.....	1
SYRACUSE.....	1	.....	100	Laborers.....	35	.....	35	Aug. 21.....	1
BUFFALO.....	11	.....	150	Sheet Metal Work- ing. Sheet metal workers....	150	.....	150	May 21- Oct. 20	120
ITHACA.....	4	.....	33 46 (2)	Sheet metal workers.... Others. Thereof females.	33	.....	33	Oct. 2-7.....	6
NEW YORK CITY.....	5	5	200	Tinsmiths.....	200	.....	200	Sept. 1-15...	12
NEW YORK CITY.....	2	2	240	Structural Iron Work. Structural iron workers..	240	.....	240	Oct. 31- Mar. 31	78
NEW YORK CITY.....	75	75	3,000	Structural iron workers..	3,000	.....	3,000	Jan. 2- July 21	170

XIII. TRANSPORTATION

ALBANY.....	2	.....	50	Freight Handling. Freight handlers.....	50	.....	50	Aug. 1.....	1
ELMIRA.....	1	1	20 28	Checkers, etc..... Checkers and truckers...	28	.....	28	May 21-22...	2
MAYBROOK.....	1	1	7	Conductors.....	42	.....	42	June 17.....	1
NORWICH.....	1	1	35 10	Switchmen. Freight handlers.....	10	.....	10	May 20.....	1

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.75

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			
130	14	144	For reduction of hours from 10 to 8 per day, or proportionate increase of wages.	Strike failed.....	Strikers returned to work.
1,178	1,178	Lockout because of membership in a union whose action was objectionable to the employer.	Employment of non-union help only.	Places of union men filled with non-union hands.
10	10	For re-employment of discharged foreman.	Strike failed.....	Strikers returned to work.
33	33	Against increase of hours from 9 to 10 per day.	Strike failed.....	Strikers returned to work. Strikers were unorganized.
35	35	For increase of 15c. and 25c. per day.	Wages increased from \$1.60 to \$1.75 and \$1.85 per day.	Direct negotiations of the parties.
10,000	10,000	For increase of wages from 35 to 42½ cents per hour.	Wages increased to 37½ cents per hour.	Direct negotiations of the parties. Contention for 42½ cents per hour never given up, but strikers returned to work at 37½ cents per hour.
198	198	For an advance in wages of 25 cents per day for those who had worked at the trade three years.	Advance in wages as demanded, to take effect Jan. 1, 1906.	Conference of employers and a committee from the union arranged by a representative of the Bureau of Mediation and Arbitration. Agreement signed. (Cf. Chap. IV and V.)
2,400	2,400	For Saturday half-holiday..	Hours of work on Saturday reduced from 10 to 9½ in three shops, affecting 140 men. Strike failed in two shops.	Conferences of employers with secretary of United Hebrew Trades.
10,000	10,000	To compel employers to break alleged connection with the American Bridge Company, against whom the housesmiths had a national strike to compel the employment of union men exclusively	In case of one firm employing 25 of the strikers the contract was transferred to another party, for whom the strikers returned to work. Strike failed in case of the other firm which had employed 215 of the strikers.	Direct negotiations of the parties or, where the strike failed, replacement of the strikers with non-union by Jan. 1, 1906. (Cf. Chap. IV.)
140,000	140,000	For increase of wages from \$4.50 to \$5 per day.	Strike failed.....	Strikers returned to work or their places were filled by non-union hands. Much of the time strikers found work with other employers.; (Cf. Chap. IV.)

AND COMMUNICATION.

50	.....	50	For reinstatement of discharged dock-master.	Strike failed.....	Strikers returned to work.
56	.....	56	For increase of wages from \$1.35 to \$1.50 per day.	Wages advanced to \$1.45 on July 1.	Conference of local railroad officials with union committee. Work was resumed on May 23 pending decision of higher officials of railroad as to wage increase.
42	.....	42	For removal of general yard-master.	Strike failed.....	Strikers' places filled with new hands.
10	.....	10	For increase in wages of 10 cents per day (\$1.40 and \$1.50 to \$1.50 and \$1.60).	Wages advanced 10 cents per day.	Direct negotiations of the parties. Strikers were unorganized.

III.76 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total. No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di- rectly.	Indi- rectly.	Total.		

XIII. TRANSPORTATION AND

SYRACUSE.....	1	1	Freight Handling— Concluded.						Sept. 10-11..	2
			11	Tallymen.....	11		11			
			19	Doormen.....	19		19			
			44	Laborers.....	44		44			
Marine Transporta- tion.										
FERRYING.										
New York City.....	1	1	9	Firemen.....	9		9	July 28.....	1	
			6	Engineers.....						
New York City.....	1	1	12	Deckhands.....				Sept. 19-20..	2	
			43	Firemen.....	43		43			
			43	Engineers.....		43	43			
			90	Deckhands.....		90	90			
			45	Bridgemen.....		45	45			
			40	Pilots.....		40	40			
HARBOR LIGHTERAGE.			26	Porters and oillers.....		26	26	Aug. 8-22...	12½	
			190	Deckhands.....	169		169			
			59	Firemen and oillers.....	46		46			
New York City.....	5		28	Floatmen and stewards..	28		28			
New York City.....										
New York City.....	1	1	23	Deckhands.....	23		23	Sept. 15- Oct. 16	27	
			20	Firemen.....	20		20			
			13	Oillers and cooks.....	13		13			
LAKE TRANSPORTATION.										
Buffalo.....	†	†	†	Car pinches.....	30		30	May 1-9.....	9	
				Coal handlers.....	140		140			
				Firemen.....	910		910			
				Grain shovelers.....	650		650			
				Ore handlers.....	150		150			
				Pilots and mates.....	300		300			
SCOW TRIMMING.										
New York City.....	2	2	500	Scow trimmers.....	500		500	Aug. 6- Sept. 15	36	
Messenger Service.										
NEW YORK CITY.....	1		50	Messengers.....	46		46	Jan. 24-25...	2	

* Estimated.

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.77

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			

COMMUNICATION—Continued.

148	.....	148	For increase of wages.....	Wages increased from \$50 to \$55 per month for tallymen; \$45 to \$50 per month for doormen; and 16c. to 17c. per hour for laborers.	Direct negotiations of the parties.
4½	.....	4½	For increase of wages and shorter hours.	Wages increased from \$13.81 to \$15 per week; hours increased from 7 to 8 per day.	Conference between committee from the union and the superintendent.
86	488	574	For increase of wages from \$62.50 to \$75 per month.	Wages increased from \$62.50 to \$67.50 per month.	Conference of superintendent of company and delegate of the union.
1,352	.....	1,352	For increase of wages from \$55 to \$65 per month for first deckhands and firemen, from \$50 to \$55 for second deckhands.	Advance from \$55 to \$60 per month for 98 first deckhands and firemen; from \$50 to \$55 for 104 second deckhands, floatmen and stewards; from \$52 and \$57 to \$55 and \$60 for 16 firemen; from \$40 to \$45 for 13 firemen; from \$30 to \$35 for 15 second mates; from \$35 to \$40 for 2 stewards; and from \$30 to \$35 for 2 stewards. Above advances were granted by four companies. Strike failed in case of the fifth, which filled strikers' places with new hands.	Conference of employers with union representatives. Strike ended on different dates in case of different companies.
*1,000	.....	*1,000	For increase in wages of \$10 per month.	Strike failed.....	Strikers returned to work and their places were filled with new hands.
19,620	.....	19,620	For recognition of pilots and mates' union and 10-hour workday for dock workers.	No recognition of pilots and mates' union and 10-hour workday for dock workers, with slight increases in wages for some trades.	Conference of representatives of association of employers and of national unions involved. Question of recognition of pilots and mates' union was settled before resumption of work, other questions afterward. (Cf. Chap. IV.)
14,700	.....	14,700	For increase of wages from \$5.50 to \$9 per week to \$7.50 to \$12.	Wages increased as demanded and hours reduced from 84 to 66 per week for 400 of the strikers; strike failed in one firm employing 100 of the strikers.	Negotiations between contractor and union delegate in case of one firm; in case of other, strikers returned to work. Agreement signed (Chap. V); 100 men employed by firm where strike failed were out only 3 days.
92	.....	92	For advance from 2 cents to 2½ cents for each message delivered.	Strike failed.....	Strikers returned to work.

† Not reported.

III78. NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. TRANSPORTATION AND									
NEW YORK CITY.....	2	.....	334	Messenger Service— Concluded. Messengers.....	82	.....	32	Jan. 19.....	1
NEWBURGH.....	1	1	55	Street Railways. Conductors and motor- men.	55	.....	55	Aug. 3-23...	18
COACH DRIVING. New York, Brooklyn....	1	1	22	Teaming, Cab Driv- ing, Etc. Cab drivers.....	22	.....	22	Jan. 19-21...	3
New York, Manhattan..	180	180	1,000	Funeral coach drivers...	1,000	.....	1,000	May 11-12...	2
New York, Manhattan..	40	40	500	Funeral coach drivers...	500	.....	500	May 20-25...	5
COAL HANDLING. New York.....	1	1	50 20	Drivers..... Handlers.....	50 20	..... .....	50 20	Jan. 16-23...	7
West Albany.....	1	.....	76	Coal handlers.....	76	.....	76	Aug. 13-14..	2
EXPRESS DRIVING. ew York City.....	1	.....	34 34 2	Drivers..... Helpers. Stablemen.	12	.....	12	June 20.....	1
TEAMING. New York City.....	1	1	20 10	Double team drivers.... Single team drivers.....	20 10	..... .....	20 10	Nov. 3-4....	

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT— REMARKS.
ESTIMATED DAYS LOST.					
Di- rectly.	Indi- rectly.	Total.			
COMMUNICATION—Continued.					
82			82 Thirty-two messengers employed by one company struck for advance of price for delivery of each message from 2 to 2½ cents; 5 cents for delivery above Fulton St.; 15 cents per hour while waiting for cables at the office before 8 o'clock P. M. and 10 cents an hour thereafter. Messengers of other company struck for advance without definite demands.	Price advanced to 2½ cents per message by one firm employing 34 messengers including original strikers. Advance from 1½ cents to 2 cents per message for 50 messengers of other company.	Upon assurance of manager that their demands would receive consideration the strikers returned to work.
990			990 For closed shop and increase in wages.	"Closed shop" and increase in wages of from 1 to 3 cents per hour, averaging about 1½ cents per hour.	Change in ownership of road, new owners negotiating with representatives of the union. Agreement signed. (Cf. Chaps. IV and V.)
66			66 For increase in wages from \$12 to \$14 per week and employment of none but members of the cab drivers' union.	Wages increased to \$14; "closed shop" not established.	Conference of employer with president of the union.
2,000			2,000 For reduction of hours, increase of wages from \$12 to \$14 per week, and recognition of union.	Wages advanced to \$14 and union recognized.	Conference of representatives of employers' association and the union. Agreement signed. (Cf. Chaps. IV and V.)
2,500			2,500 For payment of rate of wages (\$13 per week) provided in existing agreement and afterwards for increase to \$14 per week.	Wages increased to \$14.	Conference of representatives of employers and the union, arranged by representatives of State Bureau of Mediation and Arbitration. Agreement signed. (Cf. Chaps. IV and V.)
490			490 For increase of wages from \$13 to \$15 per week.	No increase.	Strikers returned to work pending negotiations for general agreement between the Coal Dealers' Association and the Coal Teamsters' Union, and with agreement that if such negotiations failed, dispute should be submitted to arbitration. Agreement for return to work signed by representative of the union and members of the firm.
152			152 For increase of wages from 16½c. to 20c. per hour.	Wages increased from 16½c. to 17½c. per hour.	Direct negotiations of the parties.
12			12 For reinstatement of two discharged helpers.	Strike failed.	Strikers' places filled with new hands. Strikers were unorganized.
30			30 For increase in wages from \$12 to \$13 per week for single team drivers and from \$12 to \$15 per week for double team drivers.	Wages advanced as demanded.	Direct negotiations of the parties. Strikers were organized.

Table I—Continued.

ESTABLISHMENTS INVOLVED.			EMPLOYEES.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XIII. TRANSPORTATION AND									
New York City.....	25	25	220	Teaming, Cab Driving, Etc.—Concl'd. Truck drivers.....	220	.....	220	Oct. 16– Dec. 2	41
Peekskill.....	16	16	45	Team drivers.....	45	.....	45	May 14–19...	6
West New Brighton.....	1	.....	40	Teamsters.....	40	.....	40	May 25– June 9	14
Elmira.....	1	.....	25	Telephone Construction and Repair Work. Linemen, inspectors, etc.	13	12	25	July 31, '06– Jan. 10, '07	137
Rochester.....	2	2	83	Linemen.....	83	.....	83	April 26– May 4	7
Ballston Spa., Ft. Edward, Glens Falls, Mechanicville, Saratoga and Whitehall.	1	.....	†	Track Repairing. Section hands.....	80	.....	80	April 2–7....	6
Gardenville.....	1	1	60 40	Work train laborers..... Section laborers.....	60	40	60 40	June 2.....	1
Karners.....	1	1	50	Track laborers.....	50	.....	50	May 22–23...	2
New York, Brooklyn....	1	.....	700	Track laborers.....	200	.....	200	Jan. 1–13....	12
tfield.....	1	1	150	Section laborers.....	150	.....	150	July 24–25...	2
XIV.									
DRY GOODS STORES. York City.....	50	†	250	Clerks..... † Others.	250	.....	250	Feb. 17–21...	5
NEWS DEALERS. Middletown.....	1	1	60	Newsboys.....	60	.....	60	March 25–27.	3

* Estimated.

† Not reported.

‡ Forty men

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.81

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

ESTIMATED DAYS LOST.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
Di-rectly.	Indi-rectly.	Total.			

COMMUNICATION—Concluded.

*1,820	.....	*1,820	For the employment of union members only or of those who would join the union at its first meeting after their employment; also for overtime pay at 25 cents per hour as called for by previous year's agreement.	Demands granted by employers.	Direct negotiations of the parties. Strike of 20 men against one employer on Oct. 16 resulted in a lock-out of 200 men by 24 members of the employers' association on Nov. 28.
270	.....	270	For increase of wages from \$1.50 to \$2.00 per day.	Wages advanced to \$2.00....	Conference of committee from owners' association and the union.
560	.....	560	For right to wear the union button.	Strike failed.....	Strikers returned to work.
900	800	1,700	Against employment of non-union in place of union men.	Strike failed.....	Strikers returned to work.
1344	.....	1344	For increase of wages from \$2.75 to \$3.00 per day and time and one-half for overtime.	Rate for overtime advanced to time and one-half by one company employing 43 men; the other company advanced the wages of foremen 25 cents per day.	Direct negotiations of each company with its employees. Strike was not authorized by union. One company employing 43 men paid 4 days' wages for time lost during strike.
480	.....	480	For advance in wages.....	Strike failed.....	Strikers returned to work.
60	40	100	For increase of wages from \$1.40 to \$1.45 per day because the establishment of a uniform rate of \$1.40 for all laborers on June 1 had given section laborers an increase of 10 cents (\$1.30 to \$1.40) but the strikers only 5 cents (\$1.35 to \$1.40).	No advance.....	Strikers returned to work. Strikers were not organized.
100	.....	100	For increase in wages.....	Strike failed.....	Strikers returned to work. Strikers were unorganized.
2,400	.....	2,400	Against temporary reduction of hours from 10 to 9 per day on account of short winter days with consequent loss of one hour's pay.	Strike failed.....	Strikers returned to work. No organization.
300	.....	300	For increase of wages.....	Strike failed.....	Strikers returned to work.

TRADE.

1,250	.....	1,250	For reduction in number of work days per week from 7 to 6 by closing on Saturdays.	Stores closed on Saturdays...	Direct negotiations of representatives of the union with each firm.
180	.....	180	For uniform retail price of Sunday papers and to compel dealer to serve papers as soon as they arrived.	Agreement made granting the demands of the strikers.	Conference of employer and representatives of New York papers with representatives of the union and of the Central Labor Union. Agreement signed. (Chap.V.)

employed by one company were out two days.

III.82 NEW YORK STATE DEPARTMENT OF LABOR.

Table I—Concluded.

ESTABLISHMENTS INVOLVED.			EMPLOYERS.					DURA	
INDUSTRY AND LOCALITY.	No.	Closed.	Total No.	Occupation.	NUMBER INVOLVED.			Date.	Days.
					Di-rectly.	Indi-rectly.	Total.		
XV. HOTELS, RES									
BARBERING.									
Utica.....	26	.....	52	Barbers.....	26	.....	26	May 1-4.....	4
RESTAURANTS.									
New York City.....	1	.....	35	Waiters.....	35	.....	35	April 2.....	1
New York City.....	1	.....	12	Waiters.....	12	.....	12	July 25-	12
			6	Others.....				Aug. 7	
New York, Manhattan..	1	1	(3) 300	Thereof females..... Waiters.....	300	.....	300	May 5.....	1 hr.
XVI. PRO									
THEATERS.									
New York City.....	1	.....	15	Actors.....	15	.....	15	Aug. 31.....	4
			(6)	Thereof females.....	(6)	.....	(6)		
			10	Musicians.....	10	.....	10		
			14	Singers.....	14	.....	14		
			(8)	Thereof females.....	(8)	.....	(8)		
			21	Others.....	9	.....	9		
New York City.....	1	.....	(3) 92	Thereof females..... Chorus singers.....	92	.....	92	Jan. 3-6.....	4
			(43)	Thereof females.....	(43)	.....	(43)		
			321	Others.....					
			(91)	Thereof females.....					

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.83

Detailed Statement of Disputes Reported in the Year Ended September 30, 1906.

TION.			PRINCIPAL CAUSE OR OBJECT.	RESULT.	MODE OF SETTLEMENT—REMARKS.
ESTIMATED DAYS LOST.					
Di-rectly.	Indi-rectly.	Total.			
TAURANTS, ETC.					
104	104	For increase in wages.....	Strike failed.....	Strikers returned to work with exception of three who started a shop and one who left town.
35	35	For assignment of three tables to each waiter, instead of two.	Strike failed.....	Strikers' places filled with new hands. Strikers were unorganized.
144	144	For reinstatement of discharged employee.	Discharged waiter reinstated.	Conference of union committee and employer.
.....	For increase in wages.....	Wages increased as demanded.	Direct negotiations of the parties. No time was lost, as the special dinner which was to be served was simply delayed an hour.
FESSIONS.					
24	24	For engagement of a chorus leader approved by the United Hebrew Trades.	The man desired as leader was employed.	Conference between manager of theater and secretary of the United Hebrew Trades.
368	368	For increase of wages from \$15 to \$25 per week and recognition of union.	Wages advanced \$5 per week with extra pay for extra rehearsals and performances, sleeping berths when traveling at night, and an allowance of one dollar per day for expenses when employed outside of New York City.	Conference of manager of company with national president and national deputy of the union and representative of American Federation of Labor.

TABLE II—NUMBER OF DISPUTES, EMPLOYEES AFFECTED, AND TIME LOST.

INDUSTRIES.	Num-ber of dis-putes.	NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Before dis-pute.	Di-rectly con-cerned.	Indi-rectly af-fected.	Total number in-volved.	Directly con-cerned.	Indi-rectly con-cerned.	Total.
Fisheries.....	1	80	80	.....	80	1,680	.....	1,680
I. STONE AND CLAY PRODUCTS.								
Brick.....	5	5,262	5,236	26	5,262	84,602	338	84,940
Plaster and gypsum.....	2	666	416	250	666	3,326	1,500	4,826
Granite and stone.....	5	592	558	26	584	10,502	384	10,886
Total.....	12	6,520	6,210	302	6,512	98,430	2,222	100,652
II. METALS, MACHINES AND CON-VEYANCES.								
Manufactures of gold, silver and brass.....	3	368	340	.....	340	18,798	.....	18,798
Foundries.....	12	10,203	1,831	1,962	3,793	59,171	22,503	81,674
Iron mining.....	1	620	300	320	620	600	640	1,240
Machine shop products.....	13	15,808	3,046	822	3,868	40,376	18,380	58,756
Ship building.....	1	13	13	.....	13	105	.....	105
Total.....	30	27,012	5,530	3,104	8,634	119,050	41,523	160,573
III. WOOD MANUFACTURES.								
Brush making.....	2	122	95	.....	95	1,333	.....	1,333
Furniture and pianos.....	3	259	112	.....	112	3,265	.....	3,265
Picture frames.....	2	110	50	.....	50	1,230	.....	1,230
Wood working.....	3	581	226	50	276	2,692	1,300	3,992
Total.....	10	1,072	483	50	533	8,520	1,300	9,820
IV. LEATHER AND RUBBER GOODS.								
Leather goods.....	1	183	183	.....	183	11,626	.....	11,626
Shoes.....	3	2,155	319	130	449	13,075	3,000	16,075
Total.....	4	2,338	502	130	632	24,701	3,000	27,701
V. CHEMICALS, OILS, PAINTS, ETC.								
	2	172	105	.....	105	445	.....	445
VI. PAPER AND PULP.								
Paper.....	3	957	61	35	96	237	35	272
VII. PRINTING AND PAPER GOODS.								
Bookbinding.....	1	100	26	.....	26	130	.....	130
Lithographing.....	3	1,763	1,725	.....	1,725	286,713	.....	286,713
Printing.....	4	*1,911	2,046	1	2,047	324,946	17	324,963
Wall paper.....	2	785	121	288	409	482	1,481	1,963
Total.....	10	4,559	3,918	289	4,207	610,150	1,498	611,648
VIII. TEXTILES.								
Cotton goods.....	2	2,165	210	14	224	1,260	84	1,344
Knitting mills.....	7	5,201	407	1,356	1,763	3,312	11,395	14,707
Lace.....	1	59	10	.....	10	240	.....	240
Oil cloth and twine.....	2	791	241	.....	241	1,553	.....	1,553
Silk and ribbon.....	5	539	425	10	435	18,448	60	18,508
Total.....	17	8,755	1,293	1,380	2,673	24,813	11,539	36,352

* Not reported for two trades in one dispute in which 213 employees were on strike.

Table II—Number of Disputes, Employees Affected, and Time Lost—Concluded.

INDUSTRIES.	Num- ber of dis- putes.	NUMBER OF EMPLOYEES—				AGGREGATE NUMBER OF WORKING DAYS LOST BY EMPLOYEES—		
		Before dis- pute.	Di- rectly con- cerned.	Indi- rectly af- fected.	Total number in- volved.	Directly con- cerned.	Indi- rectly con- cerned.	Total.
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.								
Caps.....	1	29	21	8	29	630	144	774
Laundering and dyeing.....	2	513	305	168	473	4,265	3,192	7,457
Men's clothing.....	11	7,057	5,734	733	6,467	132,559	24,509	157,068
Neckwear.....	2	750	720	.....	720	5,880	.....	5,880
Women's and children's clothing..	6	1,877	1,787	30	1,817	48,160	210	48,370
Total.....	22	10,226	8,567	939	9,506	191,494	28,055	219,549
X. FOOD AND LIQUORS.								
Bakeries.....	1	18	18	.....	18	18	.....	18
Breweries and bottling works.....	2	275	227	.....	227	3,040	.....	3,040
Cigars.....	4	1,444	1,360	64	1,424	19,100	1,280	20,380
Provisions.....	1	220	15	.....	15	15	.....	15
Total.....	8	1,957	1,620	64	1,684	22,173	1,280	23,453
XI. WATER, LIGHT AND POWER DISTRIBUTION.....								
	2	190	55	.....	55	820	.....	820
XII. BUILDING INDUSTRY.								
Building (general).....	31	1,048	1,652	340	1,992	24,183	3,992	28,175
Carpentry.....	6	1,774	1,773	.....	1,773	30,109	.....	30,109
Concrete construction.....	1	125	12	.....	12	12	.....	12
Electrical wiring.....	2	48	48	.....	48	837	.....	837
Elevators.....	1	52	52	.....	52	1,196	.....	1,196
Excavating.....	4	3,630	1,830	.....	1,830	4,245	.....	4,245
Masonry.....	7	965	569	296	865	5,536	4,010	9,546
Painting and paper hanging.....	11	6,724	6,686	.....	6,686	68,810	.....	68,810
Plumbing.....	8	7,008	4,406	20	4,426	113,234	240	113,474
Road and track construction.....	9	†807	487	7	494	2,151	14	2,165
Sheet metal working.....	3	429	383	.....	383	12,598	.....	12,598
Structural iron work.....	2	3,240	3,240	.....	3,240	150,000	.....	150,000
Total.....	85	25,850	21,138	663	21,801	412,911	8,256	421,167
XIII. TRANSPORTATION AND COM- MUNICATION..								
Freight handling.....	5	224	204	.....	204	306	.....	303
Marine transportation.....	6	*1,147	3,031	244	3,275	36,762	488	37,250
Messenger service.....	2	384	128	.....	128	174	.....	174
Street railway.....	1	55	55	.....	55	990	.....	990
Teaming, cab driving, etc.....	10	2,073	2,015	.....	2,015	7,900	.....	7,900
Telephone construction and repair work.....	2	108	96	12	108	1,244	800	2,044
Track repairing.....	5	1,000	540	40	580	3,340	40	3,380
Total.....	31	4,991	6,069	296	6,365	50,716	1,328	52,044
XIV. TRADE.....								
	2	310	310	.....	310	1,430	.....	1,430
XV. HOTELS, RESTAURANTS, ETC..								
	4	405	373	.....	373	283	.....	283
XVI. PROFESSIONS.....								
	2	473	140	.....	140	392	.....	392
GRAND TOTAL.....	245	95,867	56,454	7,252	63,706	1,568,245	100,036	1,668,281

* In one dispute in which 2,180 workmen were on strike, the number before dispute is not reported.

† In one dispute involving 80 strikers, the number before dispute is not reported.

TABLE III—CAUSES OF DISPUTES, COMBINED WITH RESULTS.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—			
	Employers.	Workmen.	Neither side.	Disputes.	EMPLOYEES CONCERNED.		Days' work lost by those directly concerned.
					Directly.	Indirectly.	
I. INCREASE OF WAGES.							
I. STONE AND CLAY PRODUCTS.							
Brick.....	(1) 250	(2) 444	.....	2	144	28	4,092
Plaster and gypsum.....	(1) 11	(1) 50	.....	1	250	250	1,500
Granite and stone.....	(1) 11	(1) 50	.....	2	61	26	1,422
Total.....	(2) 261	(3) 494	.....	5	755	302	7,014
II. METALS, MACHINES AND CONVEYANCES.							
Foundries.....	(1) 19	(4) 395	(4) 1,233	9	1,647	1,957	57,629
Iron mining.....	(1) 300	.....	.....	1	300	320	600
Machine shop products.....	(1) 10	(1) 195	(3) 1,797	5	2,002	507	34,393
Ship building.....	.....	.....	(1) 13	1	13	.....	105
Total.....	(3) 329	(5) 590	(9) 3,043	16	3,962	2,784	92,727
III. WOOD MANUFACTURES.							
Brush making.....	.....	(2) 95	.....	2	95	.....	1,333
Picture frames.....	(1) 20	.....	.....	1	20	.....	960
Wood working.....	.....	(1) 180	.....	1	180	.....	1,800
Total.....	(1) 20	(3) 275	.....	4	295	.....	4,093
VI. PAPER AND PULP.							
Paper.....	(2) 35	.....	.....	2	35	35	85
VII. PRINTING AND PAPER GOODS.							
Wall paper.....	(1) 56	.....	.....	1	56	.....	148
VIII. TEXTILES.							
Cotton goods.....	(1) 186	.....	.....	1	186	14	1,116
Knitting mills.....	.....	(2) 27	(3) 291	5	318	1,356	3,075
Silk and ribbon.....	.....	.....	(1) 7	1	7	10	42
Total.....	(1) 186	(2) 27	(4) 298	7	511	1,380	4,233
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.							
Men's clothing.....	.....	(2) 2,500	.....	2	2,500	500	28,000
Neckwear.....	(1) 20	.....	.....	1	20	.....	280
Women's and children's clothing.....	.....	(1) 75	.....	1	75	.....	450
Total.....	(1) 20	(3) 2,575	.....	4	2,595	500	28,730
X. FOOD AND LIQUORS.							
Breweries and bottling works.....	.....	.....	(1) 200	1	200	.....	3,000
Cigars.....	.....	.....	(2) 585	2	585	.....	9,200
Total.....	.....	.....	(3) 785	3	785	.....	12,200
XI. WATER, LIGHT AND POWER DISTRIBUTION.							
.....	(1) 35	(1) 20	.....	2	55	.....	820

Table III—Causes of Disputes, Combined with Results—Continued.

(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
				Disputes.	EMPLOYEES CONCERNED.	
	Employers.	Workmen.	Neither side.		Directly.	Indirectly.
						Days' work lost by those directly concerned.
I. INCREASE OF WAGES—Continued.						
XII. BUILDING INDUSTRY.						
Building (general).....	(2) 175	(2) 115		4	290	150
Carpentry.....		(2) 168	(1) 1,485	3	1,653	
Elevators.....		(1) 52		1	52	
Excavating.....	(2) 1,800			2	1,800	
Masonry.....	(1) 9	(3) 260	(1) 60	5	329	266
Painting and paper hanging.....	(2) 102	(5) 397	(2) 153	9	652	
Plumbing.....	(2) 1,010	(1) 133	(3) 3,210	6	4,353	20
Road and track construction.....	(2) 110	(1) 35		3	145	
Sheet metal working.....		(1) 33	(1) 150	2	183	
Structural iron work.....	(1) 3,000			1	3,000	
Total.....	(12) 6,206	(16) 1,193	(8) 5,058	36	12,457	436
XIII. TRANSPORTATION AND COMMUNICATION.						
Freight handling.....		(2) 84	(1) 28	3	112	
Marine transportation.....	(1) 56		(4) 795	5	851	244
Messenger service.....	(1) 46	(1) 82		2	128	
Teaming, cab-driving, etc.....	(1) 70	(3) 575	(2) 98	6	743	
Telephone construction and repair work.....			(1) 83	1	83	
Track repairing.....	(4) 340			4	340	40
Total.....	(7) 512	(6) 741	(8) 1,004	21	2,257	284
XV. HOTELS, RESTAURANTS, ETC.....	(1) 26	(1) 300		2	326	
XVI. PROFESSIONS.....			(1) 92	1	92	
GRAND TOTAL.....	(32) 7,686	(40) 6,215	(32) 10,280	104	24,181	5,721

II. REDUCTION OF WAGES.

Fishing.....			(1) 80	1	80	
III. WOOD MANUFACTURES.						
Furniture and pianos.....	(1) 35			1	35	
IV. LEATHER AND RUBBER GOODS.						
Shoes.....	(1) 75			1	75	
VIII. TEXTILES.						
Knitting mill.....			(1) 37	1	37	
XII. BUILDING INDUSTRY.						
Painting and paper hanging.....			(1) 6,000	1	6,000	
XIII. TRANSPORTATION AND COMMUNICATION.						
Track repairing.....	(1) 200			1	200	
GRAND TOTAL.....	(3) 310		(3) 6,117	6	6,427	

Table III—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of Disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—			
	Employers.	Workmen.	Neither side.	Disputes.	EMPLOYEES CONCERNED.		Days' work lost by those directly concerned.
					Directly.	Indirectly.	
III. REDUCTION OF HOURS.							
I. STONE AND CLAY PRODUCTS. Plaster and Gypsum.....			(1) 166	1	166		1,823
II. METALS, MACHINES AND CONVEYANCES. Manufacture of gold, silver and brass.. Foundries..... Machine shop products.....			(1) 34 (1) 90 (1) 32	1 1 2	34 90 97		408 900 550
Total.....		(2) 122	(2) 99	4	221	15	1,858
III. WOOD MANUFACTURES. Picture frames.....	(1) 30			1	30		270
V. CHEMICALS, OILS, PAINTS, ETC....			(1) 80	1	80		320
VII. PRINTING AND PAPER GOODS. Lithographing..... Printing..... Wall paper.....	(3) 1,725 (1) 340		(1) *1,668 (1) 65	3 3 1	1,725 2,034 65	1 288	286,713 322,513 334
Total.....	(4) 2,065	(1) 26	(2) 1,733	7	3,824	289	609,560
IX. CLOTHING, MILLINERY, LAUNDRY, ETC. Men's clothing..... Women's and children's clothing.....	(2) 530			2 2	530 1,297	30	37,080 44,290
Total.....	(2) 530	(2) 1,297		4	1,827	30	81,370
XII. BUILDING INDUSTRY. Carpentry..... Electrical wiring..... Painting andd paper hanging..... Plumbing..... Road and track construction		(1) 54		1 2 1 1	54 48 34 26		51 83 646 468
Sheet metal working.....	(1) 65		(1) 200	1	65 200	7	130 2,400
Total.....	(1) 65	(1) 54	(5) 308	7	427	7	4,535
XIII. TRANSPORTATION AND COMMUNICATION. Teaming, cab-driving, etc.....			(1) 1,000	1	1,000		2,000
XIV. TRADE.		(1) 250		1	250		1,250
GRAND TOTAL.....	(8) 2,690	(7) 1,749	(12) 3,386	27	7,825	341	702,980
IV. LONGER HOURS.							
II. METALS, MACHINES AND CONVEYANCES. Machine shop products..			(1) 36	1	36		144

* Pending at close of report.

Table III—Causes of Disputes, Combined with Results—Continued.

(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
				Disputes.	EMPLOYEES CONCERNED.	
	Employers.	Workmen.	Neither side.		Directly.	Indirectly.
						Days' work lost by those directly concerned.

IV. LONGER HOURS—Concluded.

XII. BUILDING INDUSTRY.							
Excavating.....	(1)	100	.....	.....	1	100	.....
GRAND TOTAL.....	(1)	100	.....	(1)	36	2	136
							177

V. TRADE UNIONISM.

I. STONE AND CLAY PRODUCTS.							
Brickyards.....	(2)	4,400	.....	(1)	392	3	4,792
Granite and stone.....	(1)	162	.....	.....	.....	1	162
Total.....	(3)	4,562	.....	(1)	392	4	4,954
							83,410
II. METALS, MACHINES AND CONVEYANCES.							
Manufactures of gold, silver and brass.....	(1)	36	(1)	24	.....	2	60
Machine shop products.....	(3)	305	(1)	550	.....	4	855
Total.....	(4)	341	(2)	574	.....	6	915
							305
							8,553
III. WOOD MANUFACTURES.							
Furniture and pianos.....	(1)	57	.....	.....	1	57	.....
Wood working.....	(2)	46	.....	.....	2	46	50
Total.....	(3)	103	.....	.....	3	103	50
							3,172
IV. LEATHER AND RUBBER GOODS.							
Leather goods.....	(1)	183	.....	.....	1	183	.....
Shoes.....	(2)	244	.....	.....	2	244	130
Total.....	(3)	427	.....	.....	3	427	130
							24,626
VII. PRINTING AND PAPER GOODS.							
Bookbinding.....	(1)	26	.....	.....	1	26	.....
Printing.....	(1)	12	.....	.....	1	12	.....
Total.....	(2)	38	.....	.....	2	38	.....
							442
VIII. TEXTILES.							
Silk and ribbon.....	(1)	210	.....	.....	1	210	.....
							12,600
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.							
Caps.....	(1)	21	.....	.....	1	21	8
Men's clothing.....	(3)	430	.....	(1)	1,400	4	1,830
Neckwear.....	.....	.....	(1)	700	1	700	.....
Women's and children's clothing.....	(1)	165	(2)	250	3	415	.....
Total.....	(5)	616	(3)	950	(1)	1,400	9
							2,966
							8
							20,395
X. FOOD AND LIQUORS.							
Provisions.....	.....	(1)	15	.....	1	15	.....
							15

Table III—Causes of Disputes, Combined with Results—Continued.
(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUM- BER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
				Disputes.	EMPLOYEES CONCERNED.	
	Employ- ers.	Work- men.	Neither side.		Di- rectly.	Indi- rectly.

V. TRADE UNIONISM—Concluded.

XII. BUILDING INDUSTRY.							
Building (general).....	(10) 429	(16) 897	.....	26	1,326	120	19,115
Carpentering.....	.....	(2) 66	.....	2	66	.....	410
Road and track construction.....	(1) 62	.....	.....	1	62	.....	1,178
Structural iron work.....	.....	.....	(1) 240	1	240	.....	10,000
Total.....	(11) 491	(18) 963	(1) 240	30	1,694	120	30,703
XIII. TRANSPORTATION AND COM- MUNICATION.							
Marine transportation.....	.....	.....	(1) 2,180	1	2,180	.....	19,620
Street railway.....	.....	(1) 55	.....	1	55	.....	990
Teaming, cab-driving, etc.....	(1) 40	(1) 220	.....	2	260	.....	2,380
Telephone construction and repair work.....	(1) 13	.....	.....	1	13	12	900
Total.....	(2) 53	(2) 275	(1) 2,180	5	2,508	12	23,890
GRAND TOTAL.....	(34) 6,841	(26) 2,777	(4) 4,212	64	13,830	625	207,806

VI. EMPLOYMENT OF PARTICULAR PERSONS.

III. WOOD MANUFACTURES.							
Furniture and pianos.....	(1) 20	.....	.....	1	20	.....	180
V. CHEMICALS, OILS, PAINTS, ETC...							
.....	(1) 25	.....	.....	1	25	.....	125
VIII. TEXTILES.							
Knitting mill.....	(1) 52	.....	.....	1	52	.....	52
Oilcloth and twine.....	(1) 50	.....	.....	1	50	.....	25
Total.....	(2) 102	.....	.....	2	102	.....	77
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.							
Laundering and dyeing.....	(1) 220	.....	.....	1	220	168	4,180
Men's clothing.....	(1) 79	(1) 775	.....	2	854	233	56,654
Total.....	(2) 299	(1) 775	.....	3	1,074	401	60,834
X. FOOD AND LIQUORS.							
Breweries and bottling works.....	.....	(1) 27	.....	1	27	.....	40
Cigars.....	(1) 700	(1) 75	.....	2	775	64	9,900
Total.....	(1) 700	(2) 102	.....	3	802	64	9,940
XII. BUILDING INDUSTRY.							
Building (general).....	(1) 36	.....	.....	1	36	70	108
Concrete construction.....	(1) 12	.....	.....	1	12	.....	12
Excavating.....	(2) 30	.....	.....	2	30	.....	45
Road and track construction.....	(3) 115	.....	.....	3	115	.....	330
Total.....	(7) 193	.....	.....	7	193	70	495

Table III—Causes of Disputes, Combined with Results—Concluded.

(Figures in parentheses indicate number of disputes.)

INDUSTRIES.	NUMBER OF DISPUTES WITH NUMBER OF EMPLOYEES DIRECTLY CONCERNED, WON BY—			TOTAL NUMBER OF—		
				Disputes.	EMPLOYEES CONCERNED.	
	Employers.	Workmen.	Neither side.		Directly.	Indirectly.
						Days' work lost by those directly concerned.
VI. EMPLOYMENT OF PARTICULAR PERSONS—Concluded.						
XIII. TRANSPORTATION AND COMMUNICATION.						
Freight handling.....	(2) 92			2	92	92
Teaming, cab-driving, etc.....	(1) 12			1	12	12
Total.....	(3) 104			3	104	104
XV. HOTELS, RESTAURANTS, ETC....		(1) 12		1	12	144
XVI. PROFESSIONS.		(1) 48		1	48	24
Total.....	(17) 1,443	(5) 937		22	2,380	535 71,923
VII. WORKING ARRANGEMENTS.						
I. STONE AND CLAY PRODUCTS.						
Granite and stone.....	(1) 70		(1) 265	2	335	6,180
II. METALS, MACHINES AND CONVEYANCES.						
Manufactures of gold, silver and brass.....			(1) 270	1	270	15,390
Foundries.....	(1) 70			1	70	210
Machine shop products.....			(1) 56	1	56	168
Total.....	(1) 70	(2) 326		3	396	15,768
VI. PAPER AND PULP.						
Paper.....	(1) 26			1	26	152
VIII. TEXTILES.						
Cotton goods.....		(1) 24		1	24	144
Lace.....		(1) 10		1	10	240
Oilcloth and twine.....	(1) 191			1	191	1,528
Silk and ribbon.....	(3) 208			3	208	5,806
Total.....	(4) 399	(2) 34		6	433	7,718
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.						
Laundering and dyeing.....	(1) 85			1	85	85
Men's clothing.....		(1) 20		1	20	80
Total.....	(1) 85	(1) 20		2	105	165
X. FOOD AND LIQUORS.						
Bakeries.....		(1) 18		1	18	18
XII. BUILDING INDUSTRY.						
Masonry.....	(2) 240			2	240	30 1,200
XIV. TRADE.....		(1) 60		1	60	180
XV. HOTELS, RESTAURANTS, ETC....	(1) 35			1	35	35
GRAND TOTAL.....	(10) 855	(6) 202	(3) 591	19	1,648	30 31,416
IX. MISCELLANEOUS.						
XII. BUILDING INDUSTRY.						
Plumbing.....	(1) 27			1	27	2,000
GRAND TOTAL—All Causes.....	(106) 19,952	(84) 11,880	(55) 24,622	245	56,454	7,252 1,568,245

TABLE IV—RESULTS

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
Fisheries.....						
I. STONE AND CLAY PRODUCTS.						
Brick.....	2	40	4,400	77,000	2	4
Plaster and gypsum.....	1	1	250	1,500		
Granite and stone.....	3	10	243	3,322	1	1
Total.....	6	51	4,893	81,822	3	5
II. METALS, MACHINES AND CON- VEYANCES.						
Manufactures of gold, silver and brass.	1	1	36	3,000		
Foundries.....	1	2	19	330	7	18
Iron mining.....	1	1	300	600		
Machine shop products.....	4	28	315	4,871	3	3
Shipbuilding.....						
Total.....	7	32	670	8,801	10	21
III. WOOD MANUFACTURES.						
Brush making.....					2	3
Furniture and pianos.....	3	3	112	3,265		
Picture frames.....	2	2	50	1,230		
Wood working.....	2	8	46	892	1	25
Total.....	7	13	208	5,387	3	28
IV. LEATHER AND RUBBER GOODS.						
Leather goods.....	1	3	183	11,626		
Shoes.....	3	3	319	13,075		
Total.....	4	6	502	24,701		
V. CHEMICALS, OILS, PAINTS, ETC.	1	1	25	125		
VI. PAPER AND PULP.						
Paper.....	3	3	61	237		
VII. PRINTING AND PAPER GOODS.						
Bookbinding.....	1	1	26	130		
Lithographing.....	3	11	1,725	286,713		
Printing.....	2	2	352	35,960	1	8
Wall paper.....	1	1	56	148		
Total.....	7	15	2,159	322,951	1	8
VIII. TEXTILES.						
Cotton goods.....	1	1	186	1,116	1	1
Knitting mills.....	1	1	52	52	2	2
Lace.....					1	1
Oilcloth and twine.....	2	2	241	1,553		
Silk and ribbon.....	4	4	418	18,406		
Total.....	8	8	897	21,127	4	4

OF DISPUTES.

		COMPROMISED.				GRAND TOTAL.			
ERS.									
Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.
.....	.....	1	4	80	1,680	1	4	80	1,680
444	4,092	1	5	392	3,510	5	49	5,236	84,602
.....	.....	1	1	166	1,826	2	2	416	3,326
50	1,350	1	2	265	5,830	5	13	558	10,502
494	5,442	3	8	823	11,166	12	64	6,210	98,430
.....	.....	2	21	304	15,798	3	22	340	18,798
579	2,711	4	39	1,233	56,130	12	59	1,831	59,171
.....	.....	.....	.....	.....	.....	1	1	300	600
777	4,140	6	17	1,954	31,365	13	48	3,046	40,376
.....	.....	1	2	13	105	1	2	13	105
1,356	6,851	13	79	3,504	103,398	30	132	5,530	119,050
95	1,333	.....	.....	.....	.....	2	3	95	1,333
.....	.....	.....	.....	.....	.....	3	3	112	3,265
.....	.....	.....	.....	.....	.....	2	2	50	1,230
180	1,800	.....	.....	.....	.....	3	33	226	2,692
275	3,133	.....	.....	.....	.....	10	41	483	8,520
.....	.....	.....	.....	.....	.....	1	3	183	11,626
.....	.....	.....	.....	.....	.....	3	3	319	13,075
.....	.....	.....	.....	.....	.....	4	6	502	24,701
.....	.....	1	1	80	320	2	2	105	445
.....	.....	.....	.....	.....	.....	3	3	61	237
.....	.....	.....	.....	.....	.....	1	1	26	130
.....	.....	.....	.....	.....	.....	3	11	1,725	286,713
26	442	1	73	1,668	286,423	4	83	2,046	322,825
.....	.....	1	3	65	334	2	4	121	482
26	442	2	76	1,733	286,757	10	99	3,918	610,150
24	144	.....	.....	.....	.....	2	2	210	1,260
27	216	4	13	328	3,044	7	16	407	3,312
10	240	.....	.....	.....	.....	1	1	10	240
.....	.....	.....	.....	.....	.....	2	2	241	1,553
.....	.....	1	1	7	42	5	5	425	18,448
61	600	5	14	335	3,086	17	26	1,293	24,813

Table IV—Results of

INDUSTRIES.	WON BY—					
	EMPLOYERS.				WORK	
	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.
IX. CLOTHING, MILLINERY, LAUN- DRY, ETC.						
Caps.....	1	1	21	630	.....	.....
Laundering and dyeing.....	2	2	305	4,265	.....	.....
Men's clothing.....	6	12	1,039	46,354	4	147
Neckwear.....	1	1	20	280	1	50
Women's and children's clothing....	1	1	165	1,770	5	46
Total.....	11	17	1,550	53,299	10	243
X. FOOD AND LIQUORS.						
Bakeries.....	.....	.....	.....	.....	1	4
Breweries and bottling works.....	.....	.....	.....	.....	1	1
Cigars.....	1	1	700	8,400	1	1
Provisions.....	.....	.....	.....	.....	1	1
Total.....	1	1	700	8,400	4	7
XI. WATER, LIGHT AND POWER DIS- TRIBUTION.....						
.....	1	1	35	800	1	1
XII. BUILDING INDUSTRY.						
Building (general).....	13	23	640	10,716	18	29
Carpentry.....	.....	.....	.....	.....	5	13
Concrete construction.....	1	1	12	12	.....	.....
Electrical wiring.....	.....	.....	.....	.....	.....	.....
Elevators.....	.....	.....	.....	.....	1	4
Excavating.....	4	8	1,830	4,245	.....	.....
Masonry.....	3	10	249	1,236	3	47
Painting and paper-hanging.....	2	9	102	1,548	5	57
Plumbing.....	4	1,007	2,537	62,550	1	37
Road and track construction.....	8	8	452	2,116	1	1
Sheet metal working.....	.....	.....	.....	.....	1	4
Structural iron work.....	1	75	3,000	140,000	.....	.....
Total.....	36	1,141	8,822	222,423	35	192
XIII. TRANSPORTATION AND COM- MUNICATION.						
Freight handling.....	2	3	92	92	2	2
Marine transportation.....	1	1	56	1,000	.....	.....
Messenger service.....	1	1	46	92	1	2
Street railway.....	.....	.....	.....	.....	1	1
Teaming, cab driving, etc.....	3	3	122	1,062	4	82
Telephone construction and repair work.....	1	1	13	900	.....	.....
Track repairing.....	5	5	540	3,340	.....	.....
Total.....	13	14	860	6,486	8	87
XIV. TRADE.....						
.....	.....	.....	.....	.....	2	51
XV. HOTELS, RESTAURANTS, ETC....						
.....	2	27	61	139	2	2
XVI. PROFESSIONS.....						
.....	.....	.....	.....	.....	1	1
GRAND TOTAL.....	106	830	19,952	719,198	84	650

* Not reported.

Disputes—Concluded.

ERS.		COMPROMISED.				GRAND TOTAL.			
Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.	Dis- putes.	Estab- lish- ments.	Employ- ees di- rectly affected.	Days lost by those directly affected.
.....	.....	.....	.....	.....	.....	1	1	21	630
.....	.....	.....	.....	.....	.....	2	2	305	4,265
3,295	84,655	1	6	1,400	1,550	11	165	5,734	132,559
700	5,600	.....	.....	.....	.....	2	51	720	5,880
1,622	46,390	.....	.....	.....	.....	6	47	1,787	48,160
5,617	136,645	1	6	1,400	1,550	22	266	8,567	191,494
.....
18	18	.....	.....	.....	.....	1	4	18	18
27	40	1	42	200	3,000	2	43	227	3,040
75	1,500	2	2	585	9,200	4	4	1,360	19,100
15	15	.....	.....	.....	.....	1	1	15	15
135	1,573	3	44	785	12,200	8	52	1,620	22,173
.....
20	20	.....	.....	.....	.....	2	2	55	820
.....
1,012	13,467	.....	.....	.....	.....	31	52	1,652	24,183
288	1,239	1	*	1,485	28,870	6	13	1,773	30,109
.....	.....	.....	.....	.....	.....	1	1	12	12
.....	.....	2	10	48	837	2	10	48	837
52	1,196	.....	.....	.....	.....	1	4	52	1,196
.....	.....	.....	.....	.....	.....	4	8	1,830	4,245
260	4,000	1	12	60	300	7	69	569	5,536
397	3,312	4	20	6,187	63,950	11	86	6,686	68,810
133	1,596	3	431	1,736	49,088	8	1,475	4,406	113,234
35	35	.....	.....	.....	.....	9	9	487	2,151
33	198	2	16	350	12,400	3	20	383	12,598
.....	.....	1	2	240	10,000	2	77	3,240	150,000
2,210	25,043	14	491	10,106	165,445	85	1,824	21,138	412,911
.....
84	158	1	1	28	56	5	6	204	306
.....	.....	5	9	2,975	35,762	6	10	3,031	36,762
82	82	.....	.....	.....	.....	2	3	128	174
55	990	.....	.....	.....	.....	1	1	55	990
795	4,620	3	182	1,098	2,218	10	267	2,015	7,900
.....	.....	1	2	83	344	2	3	96	1,244
.....	.....	.....	.....	.....	.....	5	5	540	3,340
1,016	5,850	10	104	4,184	38,380	31	295	6,069	50,716
.....
310	1,430	.....	.....	.....	.....	2	51	310	1,430
.....
312	144	.....	.....	.....	.....	4	29	373	283
.....
48	24	1	1	92	368	2	2	140	392
11,880	187,197	55	1,418	24,622	661,850	245	2,898	56,454	1,568,245

* Not reported.

TABLE V—MODE OF SET
(Figures in parentheses indicate

INDUSTRIES.	NUMBER OF	
	By direct negotiations of the parties or their representatives	
Fisheries.....	(1)	80
I. STONE AND CLAY PRODUCTS.		
Brick.....	(2)	470
Plaster and gypsum.....	(1)	166
Granite and stone.....	(2)	328
Total.....	(5)	964
II. METALS, MACHINES AND CONVEYANCES.		
Manufactures of gold, silver and brass.....	(2)	304
Foundries.....	(9)	2,704
Iron mining.....		
Machine shop products.....	(6)	1,997
Shipbuilding.....	(1)	13
Total.....	(18)	5,018
III. WOOD MANUFACTURES.		
Brush making.....	(2)	95
Furniture and pianos.....		
Picture frames.....		
Wood working.....	(1)	180
Total.....	(3)	275
IV. LEATHER AND RUBBER GOODS.		
Leather goods.....		
Shoes.....		
Total.....		
V. CHEMICALS, OILS, PAINTS, ETC.....	(1)	80
VI. PAPER AND PULP.		
Paper.....		
VII. PRINTING AND PAPER GOODS.		
Bookbinding.....		
Lithographing.....		
Printing.....	(2)	1,695
Wallpaper.....	(1)	353
Total.....	(3)	2,048
VIII. TEXTILES.		
Cotton goods.....	(2)	224
Knitting mills.....	(7)	1,763
Lace.....	(1)	10
Oilcloth and twine.....		
Silk and ribbon.....	(1)	17
Total.....	(11)	2,014

LEMENT OF DISPUTES.

number of disputes.)

WORKERS DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED—

Return to work on employers' terms.	Displacement of strikers by new employees.	Conciliation by trade board or mediation of third party.	BY ARBITRATION OF—		Total.
			Trade board.	Individuals.	
.....	.....	.....	.....	.....	(1) 80
(2) 4,400	.....	(1) 392	.....	.....	(5) 5,282
(1) 500	.....	.....	.....	.....	(2) 686
(1) 24	(1) 162	(1) 70	.....	.....	(5) 584
(4) 4,924	(1) 162	(2) 462	.....	.....	(12) 6,512
(1) 36	.....	.....	.....	.....	(3) 340
.....	(2) 1,019	(1) 70	.....	.....	(11) 2,793
(1) 620	.....	.....	.....	.....	(1) 620
(3) 241	(2) 164	(2) 1,466	.....	.....	(14) 4,868
.....	.....	.....	.....	.....	(1) 13
(5) 897	(4) 1,183	(3) 1,536	.....	.....	(30) 8,634
(2) 77	(1) 35	.....	.....	.....	(2) 95
(1) 30	(1) 20	.....	.....	.....	(3) 112
.....	(2) 96	.....	.....	.....	(2) 50
(3) 107	(4) 151	.....	.....	.....	(3) 276
(1) 183	.....	.....	.....	.....	(10) 533
(1) 75	(2) 374	.....	.....	.....	(1) 183
(2) 258	(2) 374	.....	.....	.....	(3) 449
(1) 25	.....	.....	.....	.....	(4) 632
(3) 96	.....	.....	.....	.....	(2) 105
.....	(1) 26	.....	.....	.....	(3) 96
(3) 1,725	(2) 352	.....	.....	.....	(1) 26
(1) 56	.....	.....	.....	.....	(3) 1,725
(4) 1,781	(3) 378	.....	.....	.....	(4) 2,047
.....	.....	.....	.....	.....	(2) 409
(2) 241	.....	.....	.....	.....	(10) 4,207
(2) 360	(2) 58	.....	.....	.....	(2) 224
(4) 601	(2) 58	.....	.....	.....	(7) 1,763
.....	.....	.....	.....	.....	(1) 10
.....	.....	.....	.....	.....	(2) 241
.....	.....	.....	.....	.....	(5) 435
.....	.....	.....	.....	.....	(17) 2,673

Table V—Mode of Settlement
(Figures in parentheses indicate

INDUSTRIES.	NUMBER OF	
	By direct negotiations of the parties or their representatives.	
IX. CLOTHING, MILLINERY, LAUNDRY, ETC.		
Caps.....		
Laundering and dyeing.....		
Men's clothing.....	(6)	4,719
Neckwear.....		
Women's and children's clothing.....	(5)	1,652
Total.....	(11)	6,371
X. FOOD AND LIQUORS.		
Bakeries.....	(1)	18
Breweries and bottling works.....	(2)	227
Cigars.....	(3)	724
Provisions.....	(1)	15
Total.....	(7)	984
XI. WATER, LIGHT AND POWER DISTRIBUTION.....		
XII. BUILDING INDUSTRY.		
Building (general).....	(17)	1,242
Carpentry.....	(6)	1,773
Concrete construction.....		
Electrical wiring.....	(2)	48
Elevators.....	(1)	52
Excavating.....		
Masonry.....	(4)	576
Painting and paper hanging.....	(10)	6,656
Plumbing.....	(5)	3,389
Road and track construction.....	(2)	110
Sheet metal working.....	(2)	350
Structural iron work.....		
Total.....	(49)	14,196
XIII. TRANSPORTATION AND COMMUNICATION.		
Freight handling.....	(3)	112
Marine transportation.....	(5)	3,219
Messenger service.....	(1)	82
Street railway.....	(1)	55
Teaming, cab-driving, etc.....	(7)	1,463
Telephone construction and repair work.....	(1)	83
Track repairing.....		
Total.....	(18)	5,014
XIV. TRADE.....	(2)	310
XV. HOTELS, RESTAURANTS, ETC.....	(2)	312
XVI. PROFESSIONS.....	(2)	140
GRAND TOTAL.....	(133)	37,806

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of Disputes—Concluded.

number of disputes.)

WORKERS DIRECTLY OR INDIRECTLY AFFECTED BY DISPUTES WHICH WERE SETTLED—

Return to work on employees' terms.	Displacement of strikers by new employees.	Conciliation by trade board or mediation of third party.	BY ARBITRATION OF—		Total.
			Trade board.	Individuals.	
(1) 29					(1) 29
(1) 85				(1) 388	(2) 473
(3) 645	(1) 95	(1) 1,008			(11) 6,467
	(1) 20	(1) 700			(2) 720
	(1) 165				(6) 1,817
(5) 759	(3) 280	(2) 1,708		(1) 388	(22) 9,506
					(1) 18
					(2) 227
(1) 700					(4) 1,424
					(1) 15
(1) 700					(8) 1,684
	(1) 35	(1) 20			(2) 55
(10) 521	(4) 229				(31) 1,992
(1) 12					(6) 1,773
					(1) 12
					(2) 48
					(1) 52
(4) 1,830					(4) 1,830
(1) 19	(1) 45		(1) 225		(7) 865
(1) 30					(11) 6,686
(2) 1,010	(1) 27				(8) 4,426
(6) 322	(1) 62				(9) 494
		(1) 33			(3) 383
(1) 3,000	(1) 240				(2) 3,240
(26) 6,744	(8) 603	(1) 33	(1) 225		(85) 21,801
(1) 50	(1) 42				(5) 204
(1) 56					(6) 3,275
(1) 46					(2) 128
					(1) 55
(1) 40	(1) 12	(1) 500			(10) 2,015
(1) 25					(2) 108
(5) 580					(5) 580
(10) 797	(2) 54	(1) 500			(31) 6,365
					(2) 310
(1) 26	(1) 35				(4) 373
					(2) 140
(69) 17,715	(31) 3,313	(10) 4,259	(1) 225	(1) 388	(245) 63,706

TABLE VI—DURATION OF DISPUTES.

DURATION OF DISPUTES.		Number of disputes.	Em- ployees directly con- cerned.	Total working days lost.
1 day.....	.....	34	3,328	2,683
2 days.....	.....	19	2,208	4,402
3 days.....	.....	9	1,721	2,527
4 days.....	.....	15	820	3,280
5 days.....	.....	16	2,193	10,841
6 days (1 week).....	.....	17	1,602	8,615
7 days.....	.....	8	337	2,092
8 days.....	.....	5	1,168	8,972
9 days.....	.....	5	2,352	21,168
10 days.....	.....	5	279	2,713
11 days.....	.....	3	803	7,836
12 days (2 weeks).....	.....	12	1,736	20,377
13 days.....	.....	4	688	6,909
14 days.....	.....	5	249	3,409
15 days.....	.....	2	1,290	19,350
16 days.....	.....	2	87	1,392
17 days.....	.....	5	3,261	47,357
18 days (3 weeks).....	.....	6	791	13,027
19 days.....	.....	6	551	10,469
20 days.....	.....	1	75	1,500
21 days.....	.....	3	272	6,952
22 days.....	.....	3	1,685	18,470
23 days.....	.....	4	1,552	20,651
24 days (4 weeks).....	.....	2	208	4,992
25 days.....	.....	6	4,382	102,400
26 days.....	.....	1	150	3,900
27 days.....	.....	2	106	2,350
30 days (5 weeks).....	.....	1	21	630
31 days.....	.....	1	30	930
32 days.....	.....	1	110	3,520
33 days.....	.....	2	6,019	60,330
34 days.....	.....	2	280	9,520
35 days.....	.....	1	165	4,075
36 days (6 weeks).....	.....	1	500	14,700
37 days.....	1	28	1,036
40 days.....	4	2,949	109,478
41 days.....	2	1,820	46,920
42 days (7 weeks).....	1	40	1,600

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48 days (8 weeks).....	1	20	980
49 days.....	1	167	6,013
53 days.....	1	85	6,200
56 days.....	1	30	780
57 days.....	2	480	27,990
72 days (12 weeks).....	1	278	10,000
73 days.....	2	958	68,201
77 days.....	1	36	3,000
78 days.....	1	240	10,000
79 days.....	1	30	10,900
96 days (16 weeks).....	1	380	36,480
120 days (20 weeks).....	1	150	10,000
127 days.....	1	800	44,000
137 days.....	1	13	900
153 days.....	1	55	3,000
170 days.....	1	3,000	140,000
262 days.....	1	189	10,000
308 days.....	3	1,725	286,713
308 +	1	1,668	286,423
Indefinite.....	5	309	11,312
Total.....	245	56,454	1,568,245

TABLE VII—INDUSTRIAL DISPUTES, BY CITIES AND LOCALITIES.

LOCALITY.	WORKERS AFFECTED.			AGGREGATE DAYS LOST.		
	Number of disputes.	Directly.	Indirectly.	Directly.	Indirectly.	Total.
Albany.....	13	727	410	8,429	2,304	10,733
Albion-Medina.....	1	265		5,830		5,830
Amsterdam.....	3	329	1,236	3,130	10,180	13,310
Auburn.....	6	372		6,640		6,640
Ballston Spa and vicinity.....	1	80		480		480
Bath.....	1	15		15		15
Buchanan.....	1	191		1,528		1,528
Buffalo.....	15	7,010	515	135,162	16,249	151,411
Chelsea, Dutchess Junction and Fishkill Landing.....	1	1,500		34,000		34,000
Coeymans.....	1	392		3,510		3,510
Cohoes.....	6	316	112	1,993	1,131	3,124
Cortland, Glens Falls, Sandy Hill and Schuylerville.....	1	65	288	334	1,481	1,815
Cranesville.....	1	50		25		25
De Witt.....	1	11	13	72	33	105
Dunkirk.....	2	155		1,980		1,980
Elmira.....	5	128	22	1,253	825	2,078
Gardenville.....	1	60	40	60	40	100
Geneva.....	2	41	10	688	60	748
Glasco, Kingston, East Kingston and Port Ewen.....	1	2,900		43,000		43,000
Glendale.....	1	210		12,600		12,600
Glens Falls.....	1	56		148		148
Ithaca.....	3	143	50	3,698	1,300	4,998
Johnstown.....	1	30		900		900
Karners.....	1	50		100		100
Lewiston.....	1	20		20		20
Little Falls.....	1	54		54		54
Lyon Mountain.....	1	300	320	600	640	1,240
Maybrook.....	1	42		42		42
Mechanicville.....	2	339	61	3,987	373	4,360
Middletown.....	1	60		180		180
Newburgh.....	6	324	7	3,264	14	3,278
New York City.....	106	34,143	1,362	1,164,807	29,539	1,194,346
Norwich.....	1	10		10		10
Oakfield.....	1	250	250	1,500	1,500	3,000
Oneida.....	1	36		3,000		3,000
Oswego.....	4	155	30	887	150	1,037
Peekskill.....	1	45		270		270
Perry.....	1	14		100		100
Port Chester.....	1	600		3,000		3,000
Poughkeepsie.....	1	73		584		584
Rochester.....	9	667	105	30,438	1,000	31,438
Sandy Hill.....	1	24	5	432	90	522
Saratoga.....	1	90		900		900
Schenectady.....	5	903	520	8,072	3,790	11,862
Slingerlands.....	1	12		312		312
Syracuse.....	9	1,020	314	17,234	3,980	21,214
Troy.....	4	733	1,523	21,253	24,992	46,245
Utica.....	10	983	59	39,251	365	39,616
Watertown.....	1	26		468		468
Westfield.....	1	150		300		300
West New Brighton.....	1	40		560		560
Yonkers.....	2	245		1,145		1,145
Total.....	245	56,454	7,252	1,568,245	101,036	1,669,281

TOWNS, OCTOBER 1, 1905, TO SEPTEMBER 30, 1906.

CAUSES OF DISPUTES.

INCREASE OF WAGES.		REDUCTION OF WAGES.		REDUCTION OF HOURS.		LONGER HOURS.		TRADE UNIONISM.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.
7	483	1	37	2	105			1	21
3	329								
1	40	1	75					3	230
1	80								
7	2,708			1	239			6	3,993
								1	1,500
								1	392
5	175							1	141
				1	65				
1	50								
1	11								
3	103	1	80					1	13
1	60								
1	7			1	34				
								1	2,900
								1	210
1	56								
2	113							1	30
1	30								
1	50								
				1	54				
1	300								
2	339								
1	10			2	231			1	55
38	15,960	3	6,235	11	6,202	2	136	34	3,279
1	10								
1	250							1	36
1	30							1	58
1	45								
1	600							1	14
1	73								
3	246			2	200			2	96
								1	24
				1	90				
3	330			1	23			1	550
								1	12
5	650							1	189
3	513								
4	360			3	556			2	43
				1	26				
1	150								
1	20							1	40
104	24,181	6	6,427	27	7,825	2	136	64	13,830

Industrial Disputes, by Cities and Towns,

WORKING ARRANGEMENTS.

MISCELLANEOUS.

[illegible]

BUREAU OF MEDIATION AND ARBITRATION, 1906.

III.105

October 1, 1905, to September 30, 1906—Concluded.

TOTAL.		RESULTS.					
		IN FAVOR OF—				COMPROMISED.	
		EMPLOYERS.		WORKERS.		Disputes.	Workers directly affected.
Disputes.	Workers directly affected.	Disputes.	Workers directly affected.	Disputes.	Workers directly affected.		
13	727	2	76	6	343	5	308
1	265	1	19			1	265
3	329	4	292	2	80	2	310
6	372	1	80				
1	80	1	15				
1	15	1	191				
1	191	6	642	3	241	6	6,127
15	7,010	1	1,500				
1	1,500	2	201	2	74	1	392
1	392					2	41
6	316					1	65
1	65	1	50				
1	50	1	11				
1	11	1	75			1	80
2	155	3	35	1	65	1	28
5	128	1	60				
1	60					2	41
2	41	1	2,900				
1	2,900	1	210				
1	210	1	58				
1	58	1	30	1	33	1	80
3	143	1	30				
1	30	1	50				
1	50	1	20				
1	20			1	54		
1	54	1	300				
1	300	1	42				
1	42	1	25	1	314		
2	339			1	60		
1	60	2	75	3	83	1	166
6	324	46	9,918	38	8,420	22	15,805
106	34,143						
1	10	1	250	1	10		
1	250	1	36				
1	36	2	67	2	88		
4	155			1	45		
1	45	1	14				
1	14	1	600				
1	600					1	73
1	73	4	275	3	253	2	139
9	667			1	24		
1	24			1	90		
1	90			3	770	2	133
5	903	1	12				
1	12	3	418	5	537	1	65
9	1,020	1	220	1	35	2	478
4	733	4	742	6	241		
10	983						
1	26	1	150			1	26
1	150	1	40				
1	40	1	225	1	20		
2	245						
245	56,454	106	19,952	84	11,880	55	24,622

III.

COMPOSITORS' AND LITHOGRAPHERS' EIGHT-HOUR MOVEMENTS.

COMPOSITORS IN NEW YORK CITY.*

[Incident to the national movement of the International Typographical Union in 1905 and 1906 for the eight-hour day in book and job printing offices there occurred strikes in nine localities in New York State. Outside of New York City these strikes began in the month of September, 1905, and were therefore included in last year's report, where the details concerning them are summarized at pages 36 and 37. To the information there given it may be added that the five strikes reported as "pending" have never been settled, and are still nominally in existence, though they may be regarded as virtually ended by the gradual filling of the strikers' places by new employees. Of far greater importance than any of the above, however, in the history of labor disputes was the strike in New York City which occurred during the present report year. This and the lithographers' disputes for a similar purpose were the two leading disputes of the present year in this State, quite overshadowing in importance any others, in fact, and the histories of the two are therefore here recorded in full.]

The movement to establish the eight-hour workingday in the New York City book and job printing trade formally opened on November 5, 1905, when Typographical Union No. 6, in response to a communication from the Typothetæ, the association of employing printers, relative to the renewal, on January 1, 1906, of the agreement between the two organizations, resolved "that the union declines to accept the proposition of the Typothetæ to 'renew the present agreement in its entirety for a term of three years,' and instructs its representatives to present the following resolution for consideration at the joint meeting of the conference committee, Thursday, November 9, 1905: 'Resolved, that on and after January 1, 1906, eight hours (at the present-scale of prices) shall constitute a day's work in all book and job composing rooms in the jurisdiction of Typographical Union No. 6 and the Typothetæ of the City of New York.'" Accordingly, on November 9th, at the meeting of the joint trade committee of the Typographical union and the Typothetæ, President P. H. McCormick

* By George A. Stevens, of the Bureau of Labor Statistics.

of the union submitted a written communication containing the resolution adopted on November 5th. Discussion followed and the Typothetæ's representatives finally refused to accede to the union's terms, stating that they had been directed to maintain the nine-hour day. Then the following letter, addressed to the president of the union, was drafted by the employers' committee and signed by President Green of the Typothetæ: "In answer to your favor of even date I regret that we cannot accept your proposition, nor any proposition looking to a reduction in the hours at the present time." This action practically brought to a close the friendly relations that for a number of years had existed between the organized employers and their journeymen compositors.

The officials of the union then endeavored to obtain agreements from individual concerns to grant the eight-hour day at the beginning of 1906. Among the establishments visited early in November was the Butterick Publishing Company, Limited, which was not associated with the Typothetæ. On that occasion the management of the company would not agree to the demand. A second effort on the part of the officers to induce the corporation to have the eight-hour rule observed in its composing room was also futile. The officers report that on November 23d they again called on the company's representative at the latter's request and that he made a proposition to sign an agreement for one, two or three years at the rate of \$21 a week and nine hours per day, but they stated that they could not consent to the offer without the approval of the union, to which they would refer it. The concern's official representative states that the last time the union's delegation appeared at his office he was notified "that all employees of 'Big Six' employed by the company would go on strike on January 2, 1906, unless an eight-hour day was on that day conceded, and demanded to know whether the company would concede such eight-hour day; that in reply he asked whether the union would concede to the company the same terms that had been granted by Typographical Union No. 2 [of Philadelphia] to a competitor; that when the officials of the union declined to concede similar terms they were informed that the company would employ other and additional men on

the understanding that they would remain in the company's employ on the nine-hour day basis from January 1, 1906, and that thereupon he was informed that if such men were not members of the union and were given employment in the composing room of the company all members of Typographical Union No. 6 would forthwith go on strike." Four, non-union compositors were on November 24th placed at work by the Butterick Company. It is contended by the union that the employment of these men was in direct contravention of a mutual understanding it had with the company, as well as with other independent establishments, that the latter would conform to the union conditions stipulated in the contract with the Typothetæ during the life of that agreement, which did not expire until the close of 1905; but the company refutes this statement with the assertion that "we have never been members of the Typothetæ and have nothing to do with their contracts, and we did not make a contract, either verbal or written, on our own behalf." When the non-unionists began work 95 union compositors, together with 11 unorganized composing-room employees, ceased operations, it being considered by the union that the company had virtually locked them out, while the company maintains that they struck. On the same day the union employees in the stereotyping, electrotyping and photo-engraving departments quit their employment because, as charged, the corporation had arbitrarily and in violation of agreements with their organizations increased their daily working time from eight hours to nine hours. The company's version of the cause of this phase of the dispute is that the electrotypers differed with the photo-engravers "as to where one union's work began and the other left off." It was therefore "decided to put up an open-shop sign so as to be able to determine without constant bickering what each branch of these employees should do." Next came the pressmen's controversy, which commenced on December 1st. The union avers that the manager of the company insisted that the union pressmen should perform certain work that had been done by compositors, electrotypers and photo-engravers. They protested, and when representatives of the union waited upon the management to discuss the matter for the purpose of adjusting

the difficulty, the engineer of the building, they allege, was peremptorily ordered "to shut off the steam in the pressroom, thus locking out the employees in that department." The reason given by the Butterick Company as to why the pressmen stopped work differs widely from the cause attributed by the union; the company's representative claiming that the organizer and financial secretary of the Adams, Cylinder and Web Press Printers' Association No. 51 went to the former's business office on November 29th and "announced that they had called to discuss conditions for a contract between the company and the union; that they were asked what their union intended to do about the brakes upon the presses which the convention of the International Printing Pressmen and Assistants' Union of North America had by resolution awarded to the feeders; that they stated that Union No. 51 and its members in the employ of the company would not turn over the brakes to the feeders." On December 1st, it is stated by the manager, the same officers again called at his office and "announced that if the company had determined to turn over the brakes to the feeders in its employ they would at once take out the members of their union; that forthwith, on the day following, the members of the Adams, Cylinder and Web Press Printers' Association No. 51 then in the employ of the company, and being its entire press force, struck by quitting the building and failing to return to their work." He further states that afterward two members of Franklin Association No. 23, composed of press feeders and pressmen's assistants, "entered his business office and, upon being advised that the members of the pressmen's association had struck by reason of the determination of the company to award the brakes upon the presses to the members of Ben Franklin Union No. 23, stated that the members of that union would remain in the employ of the company, and that the following week said employees would if so requested by the company, perform the work theretofore done by the members of the pressmen's association; that on December 2d the members of Ben Franklin Union then in the employ of the company, and being the entire force of feeders in its printing office, without any notice or warning, and disregarding the promise mentioned, struck by quitting the building and failing

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to return to work; that upon information and belief the men who thus struck were required and compelled so to do by the president of the International Printing Pressmen and Assistants' Union of North America, which controlled Ben Franklin Union No. 23 and to which Ben Franklin Union No. 23 and its members were and are subordinate." On the other hand, the union of press feeders and pressmen's assistants informs the Bureau that its members became involved in the dispute because of their refusal to work with non-union pressmen.

In its report concerning the dispute to the Bureau of Mediation and Arbitration the Allied Printing Trades Council states that 261 union men were involved in the controversy — 95 compositors, 11 electrotypers, 9 stereotype finishers, 4 photo-engravers, 12 wood and metal engravers, 92 pressmen, and 38 press feeders and pressmen's assistants. There were also 79 unorganized employees directly affected — 11 in the composing room, 11 in the electrotype and stereotype departments, and 57 in the pressroom — making a total of 340. To the same bureau the Butterick Company reports that 373 men were engaged, divided as follows: 95 compositors, 233 pressmen and press feeders, 12 wood engravers, 4 metal engravers, 14 electrotype finishers, and 15 in the electrotype foundry. It was stated on January 15th by the company that the "men with few exceptions are still out and have been replaced. We are now running an open shop. We hired employees in the open market to fill the places of the men that are on strike. There has been no change in the rate of wages or hours of labor, except in the engraving and electrotype department, where we now have 39 employees instead of 29 who went on strike; in which department the hours of labor are nine per day instead of eight. We now have 130 hands in our composing room in place of 95 who went out on strike. In pressroom No. 1 there are 75 in place of 68 who went on strike. In pressroom No. 2 there are 32 in place of 45 who went on strike. In pressroom No. 3 there are 67 in place of 80 who went on strike. In the job pressroom there are 17 in place of 32 who went on strike. At the time our wood engravers quit work we were giving employment to 15 men in this department. We have discontinued using wood engravings and do not expect to again employ men in this trade."

At the end of September, 1906, the six unions involved reported that the strike was still in force.* As a result of the dispute two members of Stereotypers' Union No. 1 and five helpers were then unemployed. Up to that date the union had paid \$4,476.59 in strike benefits, the affected stereotype finishers having suffered a loss of 884 days' employment and the unorganized helpers 1,418 days.† On the same date two of the striking members of Electrotypers' Union No. 1 and one helper were without employment. The journeymen who struck sustained an aggregate loss of 1,039 days' time, while the helpers lost 274 days. Benefits to the amount of \$1,910.51 were paid by the union.‡ A few striking photo-engravers and metal and wood engravers, all of whom were attached to Photo-Engravers' Union No. 1, obtained employment elsewhere almost immediately, and by September 30th all were at work. These men's lost time was 1,300 days and they received \$2,600 in benefits. In February, 1906, while the pressmen's dispute was at its height, the International Press Printers and Assistants' Union revoked the charter of Adams, Cylinder and Web Press Printers' Association No. 51, with which the strikers were affiliated, because that local union had not complied with the international's mandate to transfer all brakemen to the press feeders' union. Several months subsequently two new unions (Web Pressmen's Union No. 25 and Flat-Bed Printing Pressmen's Union No. 51) were chartered by the international officials to replace Adams, Cylinder and Web Press Printers' Association No. 51, the remaining members of which eventually affiliated with the two new subordinate organizations. Before ceasing its existence the old pressmen's organization had disbursed \$18,029.66 in strike benefits, to May 12, 1906. The total number of days of lost time footed up 7,712 for the journeymen pressmen affected by the dispute and 2,960 for the pressroom boys. By the end of September the striking workmen were all employed in other shops. Franklin Association No. 23 of Press Feeders and Pressmen's Assistants dis-

*The same unions reported similarly on July 27, 1907.

†On July, 27, 1907, one journeyman and one helper were still unemployed. The striking members of the union had then lost 985 days and the helpers 2,060 days. The strike benefits amounted to \$5,656.59.

‡One striking member of this union was idle on July 27, 1907. Total days of lost time to that date: Electrotypers, 1,333; helpers, 334. For strike relief the sum of \$2,600.51 had been expended to that date.

TABLE VII—INDUSTRIAL DISPUTES, BY CITIES AND

LOCALITY.	WORKERS AFFECTED.			AGGREGATE DAYS LOST.		
	Number of disputes.	Directly.	Indirectly.	Directly.	Indirectly.	Total.
Albany.....	13	727	410	8,429	2,304	10,733
Albion-Medina.....	1	265		5,830		5,830
Amsterdam.....	3	329	1,236	3,130	10,180	13,310
Auburn.....	6	372		6,640		6,640
Ballston Spa and vicinity.....	1	80		480		480
Bath.....	1	15		15		15
Buchanan.....	1	191		1,528		1,528
Buffalo.....	15	7,010	515	135,162	16,249	151,411
Chelsea, Dutchess Junction and Fishkill Landing.....	1	1,500		34,000		34,000
Coeymans.....	1	392		3,510		3,510
Cohoes.....	6	316	112	1,993	1,131	3,124
Cortland, Glens Falls, Sandy Hill and Schuylerville.....	1	65	288	334	1,481	1,815
Cranesville.....	1	50		25		25
De Witt.....	1	11	13	72	33	105
Dunkirk.....	2	155		1,980		1,980
Elmira.....	5	128	22	1,253	825	2,078
Gardenville.....	1	60	40	60	40	100
Geneva.....	2	41	10	688	60	748
Glasco, Kingston, East Kingston and Port Ewen.....	1	2,900		43,000		43,000
Glendale.....	1	210		12,600		12,600
Glens Falls.....	1	56		148		148
Ithaca.....	3	143	50	3,698	1,300	4,998
Johnstown.....	1	30		900		900
Karners.....	1	50		100		100
Lewiston.....	1	20		20		20
Little Falls.....	1	54		54		54
Lyon Mountain.....	1	300	320	600	640	1,240
Maybrook.....	1	42		42		42
Mechanicville.....	2	339	61	3,987	373	4,360
Middletown.....	1	60		180		180
Newburgh.....	6	324	7	3,264	14	3,278
New York City.....	106	34,143	1,362	1,164,807	29,539	1,194,346
Norwich.....	1	10		10		10
Oakfield.....	1	250	250	1,500	1,500	3,000
Oneida.....	1	36		3,000		3,000
Oswego.....	4	155	30	887	150	1,037
Peekskill.....	1	45		270		270
Perry.....	1	14		100		100
Port Chester.....	1	600		3,000		3,000
Poughkeepsie.....	1	73		584		584
Rochester.....	9	667	105	30,438	1,000	31,438
Sandy Hill.....	1	24	5	432	90	522
Saratoga.....	1	90		900		900
Schenectady.....	5	903	520	8,072	3,790	11,862
Slingerlands.....	1	12		312		312
Syracuse.....	9	1,020	314	17,234	3,980	21,214
Troy.....	4	733	1,523	21,253	24,992	46,245
Utica.....	10	983	59	39,251	365	39,616
Watertown.....	1	26		468		468
Westfield.....	1	150		300		300
West New Brighton.....	1	40		560		560
Yonkers.....	2	245		1,145		1,145
Total.....	245	56,454	7,252	1,568,245	101,036	1,669,281

TOWNS, OCTOBER 1, 1905, TO SEPTEMBER 30, 1906.

CAUSES OF DISPUTES.

INCREASE OF WAGES.		REDUCTION OF WAGES.		REDUCTION OF HOURS.		LONGER HOURS.		TRADE UNIONISM.	
Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.	Dis- putes.	Workers directly affected.
7	483	1	37	2	105			1	21
3	329								
1	40	1	75					3	230
1	80								
7	2,708			1	239			6	3,993
								1	1,500
								1	392
5	175							1	141
				1	65				
1	50								
1	11								
3	103	1	80					1	13
1	60								
1	7			1	34				
								1	2,900
								1	210
1	56								
2	113							1	30
1	30								
1	50								
				1	54				
1	300								
2	339								
1	10			2	231			1	55
38	15,960	3	6,235	11	6,202	2	136	34	3,279
1	10								
1	250							1	36
1	30							1	58
1	45								
1	600							1	14
1	73								
3	246			2	200			2	95
				1	90			1	24
3	330			1	23			1	550
								1	12
5	650							1	189
3	513								
4	360			3	556			2	43
				1	26				
1	150							1	40
1	20								
104	24,181	6	6,427	27	7,825	2	136	64	18,830

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men, of what we intended to do and offered to continue the men in our employ. After such notification we put in four new compositors, who agreed to stay with us after January 1st. At the order of their union officers our old compositors left in a body.

"There were members of two unions in our press room—pressmen and feeders. Each claimed the right to certain positions and urged its claim by threats of strikes. The question was passed upon by the international union—the parent body of the pressmen and feeders. It decided that the positions in dispute between the unions belonged to the feeders, and ordered that they be given to the feeders on December 5th. On December 1st a delegation from the pressmen's union called upon us in regard to the matter. We stated that we intended to be governed by the decision of their own international union. The pressmen thereupon struck.

"The officers of the feeders' union called and extended their sympathy for the injustice done to us by the pressmen's strike and assured us that we would have their loyal support in running our machines. The next day the feeders struck—we know not why.

"The engravers' union had been discriminating against us for a long time. When they worked nine hours in other shops they only worked seven for us. Later, when the hours of labor for engravers were reduced to eight in other shops they still only worked seven for us. We decided not to endure this injustice any longer.

"The electrotypers were, at different and recurring periods, at odds with the engravers as to where one union's work began and the other left off. This embarrassed us considerably at times, and we decided to put up an open-shop sign, so as to be able to determine without constant bickering what each branch of these employees should do. The electrotypers struck.

"We have always believed that unions were a good thing, both for ourselves and the employees, and our plant has universally been spoken of by the men themselves as a model union shop. Our treatment of the men has been generous in the matter of hours and pay beyond anything known in other shops in New York City or elsewhere. When the union regulations provided for ten hours as a day's work our men worked nine hours. When the union regulations called for nine and one-half hours our men continued on the nine-hour basis. We felt then that nine hours constituted a fair day's work and we did not hesitate to accord the men voluntarily more than they themselves asked for from other shops. In the matter of pay our policy has been equally liberal. Our employees have averaged very much in excess of the union scale of pay. We still retain for our men the feeling which prompted us to ask the union officers not to order out those of our employees who had been with us many years and were too old to get positions elsewhere. The union officers misinterpreted our request, and stated that if we would concede the eight-hour day to the husky young fellows who could do duty on the picket line, we could discharge the old men; and that 'the union would not ask us to run a home for old men or women.' We declined this and offered a contract to our old employees, guaranteeing their jobs as long as we had work to do or money to pay for it.

"The charge that we broke a contract with the typographical union is unqualifiedly false. We had no contract with the union. We have never been

members of the employing printers' association (the Typothetæ) and have nothing to do with their contracts, and we did not make a contract, either verbally or written, on our own behalf. Furthermore, we were not asked to sign a contract with the typographical union. Doubtless this is explained by the fact that in the matter of hours, pay and privileges our men were better treated than they would be under any contract the union succeeded in getting with other employers."

Upon the application of the Butterick Publishing Company, Limited, Supreme Court Justice H. A. Gildersleeve on January 29, 1906, issued a temporary injunction against New York Typographical Union No. 6, International Printing Pressmen and Assistants' Union of North America, Adams Cylinder and Web Press Printers' Association No. 51, Ben Franklin Union No. 23, their officers and members, and their attorneys, agents, clerks, servants and employees, staying, enjoining and restraining them until the further order of the court,—

"1. From making any requests, giving any advice, or resorting to any species of persuasion, threats, intimidation, force or fraud, which operates to overcome the exercise of the free will of any person connected with the plaintiff or its customers as employees or otherwise; from picketing the place of business of this plaintiff at Spring, Macdougall and Vandam streets, in the borough of Manhattan, city, county and State of New York, or any of the places of business where this plaintiff or any of the customers of this plaintiff do business in said city or elsewhere, by stationing themselves, or causing others to station themselves upon or along the streets, alleys or thoroughfares leading to such places of business, for the purpose of intercepting the employees of this plaintiff or of other companies customers of this plaintiff while said employees are going to or returning from such places of business, and by requests, advice, persuasion, intimidation, threats, force or fraud or defamatory publications which operate to overcome the exercise of the free will of the persons concerned, inducing or procuring said employees to quit the employment of this plaintiff or of companies customers of this plaintiff, or by reason of the number and attitude of such pickets intimidating said employees or other persons having business at such places of business; or from resorting to the like means at any other time or place, or under any circumstances, to induce, procure or compel such employees, or any of them, to quit their employment.

"2. From advising or requesting, by any means whereby persons are induced to act or to refrain from acting by plea of the injurious consequences to themselves or their property, whether by oral communications, by letters, by printed circulars, placards, posters or otherwise, persons who are now purchasers of the publications or patterns of this plaintiff or of companies customers of this plaintiff, or who are about to or might otherwise become such purchasers, to refrain from making such purchases; persons who are now subscribers for the publications of this plaintiff or of companies customers

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of this plaintiff, or who are about to or might otherwise become such subscribers, to withdraw and refrain from making such subscriptions; persons who are now purchasing or selling the publications and patterns of this plaintiff or of companies customers of this plaintiff, or who are about to or might otherwise become customers, to purchase or sell such publications and patterns, to desist and refrain from purchasing and selling such publications and patterns; or persons who are now acting as agents for this plaintiff or for companies customers of this plaintiff, or who are about to or might otherwise become such agents, to desist and refrain from acting as such agents.

"3. From resorting to any species of threats, intimidation, force or fraud to accomplish such purposes or procure other persons so to do; from preventing or attempting to prevent, by any means whereby persons are induced to act or refrain from acting by fear of the injurious consequences to themselves or their property, any merchant, newsdealer, newsman or newswoman, or other person, from purchasing or selling the publications and patterns of this plaintiff or of companies customers of this plaintiff.

"4. From all acts of violence towards the employees of this plaintiff, or persons doing business with this plaintiff.

"5. From in any other manner or by any other means interfering with the property, property rights or business of this plaintiff or of any person connected with this plaintiff as employee, agent or customer."

Afterward Justice James A. Blanchard of the Supreme Court gave a hearing on a motion to perpetuate the injunction of Justice Gildersleeve. Justice Blanchard, in his decision, handed down on March 3d, materially modified the terms of the preliminary enjoining order. The court prefaces its findings with the remark that "The complaint alleges a conspiracy on the part of the defendant labor unions and individuals to injure the plaintiff's business by causing a strike among its employees, by picketing its places of business and boycotting its customers, by distributing libelous circulars, letters and posters regarding the plaintiff's relations with its employees, and by carrying into execution all of said acts with threats, intimidation, force and fraud; in conclusion the complaint prays for a permanent injunction."

In regard to the question of an oral agreement between the Butterick Company and Typographical Union No. 6 the learned justice says:

"Whether the plaintiff had made an agreement with its employees or their unions regarding the terms of employment is much disputed. Beginning January 1, 1905, it appears that the plaintiff paid its compositors the same rate of wages as was fixed in the contract between the defendant New York

Typographical Union No. 6, to which the compositors belonged, and the Typotheta, an employers' association, to which the plaintiff did not belong. No contract, however, was legally completed by this circumstance. Upon all the facts it appears that the plaintiff merely hired its employees by the week, and that no contract regarding the continuance of the rate of wages or conditions of labor existed between the plaintiff and its employees or any of the defendant unions."

Taking up the part that the pressmen assumed in the controversy the court states that prior to the dispute of the compositors on November 24, 1905,—

"a dispute had existed between the pressmen and the feeders and their respective unions regarding who should handle the brakes on presses. The International Association decided that the feeders, composing No. 23, instead of the pressmen, composing No. 51, should handle the brakes. Upon the announcement by the plaintiff that after December 5, 1905, it would, in accordance with this decision, turn over the brakes to No. 23, the pressmen composing No. 51 ceased work. Because of this insubordination the International Association revoked the charter of No. 51 and took steps toward forming a substitute union, from which the plaintiff might eventually be supplied with pressmen. The plaintiff, meanwhile, sought to tide over the strike of No. 51 by putting the feeders of No. 23 upon work customarily done by the pressmen of No. 51. In this action the plaintiff was apparently encouraged by the acquiescence of several members of No. 23, who appeared willing to do pressmen's work. It does not clearly appear that No. 23 was permitted by its rules thus to take the places of the striking pressmen of No. 51, nor that the feeders composing No. 23 were qualified to do pressmen's work. For these reasons, or for other and unknown reasons, the feeders composing No. 23 ceased work on December 2, 1905. The International Association denies that it ordered the strike of No. 23, and declares that it is ignorant of the cause of the strike, and assigns the causes above mentioned as possible explanations, and states that it is now investigating the matter with a view of official action. * * * Upon the affidavits it does not appear that the International Union is chargeable with any of the acts complained of in the moving papers. As to this defendant and the individual defendants named as its officers, the preliminary injunction is therefore vacated."

The court holds that the action of the representatives of No. 6 in successfully soliciting the Hearst syndicate of newspapers to discontinue the pattern service of La Belle Fashion Company, a customer of the plaintiff, to the damage of the latter, who did the fashion company's printing, was not an illegal interference. "The syndicate," to quote the decision, "had agreed with the fashion company to transmit for the latter such orders for pattern service as the members of the syndicate might choose to give; and the fashion company agreed to supply such copy to the syndicate

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at certain rates. Since no member of the syndicate was under obligation to order pattern service the solicitation by representatives of No. 6 was not an interference with the performance of the contract, but merely dissuasion of custom."

In relation to other methods of boycotting practiced by the defendants the court says:

"Circulars, letters and placards, the contents and mode of address of which showed that they emanated from the defendant local unions, were distributed throughout the United States and Canada for the purpose of dissuading customers from purchasing publications published by the plaintiff, or printed by the plaintiff for other publishers. * * * In consequence of these circulars plaintiff has received from its agents and customers about 135 letters either discontinuing subscriptions or begging the plaintiff to adjust its difficulties, and assigning as the reason for writing their sympathy with trade unions or their fear of loss of trade through continuing their subscriptions. * * * The defendant local unions, through their representatives, have sought to dissuade customers who are not under contractual obligations, and persons who might otherwise become customers, from purchasing publications and patterns published or printed by the plaintiff. Circulars, letters, placards and posters have emanated from the defendant local unions, containing several innuendoes of possible libelous character, and asking that members of unions and their friends refrain from purchasing such publications and patterns and from dealing with merchants who continue to purchase. * * * It appears that the defendants should not press any agreement, reasoning or entreaty to such an extreme that it becomes in effect a threat, intimidation, coercion or force. The plaintiff contends that the dissuasion practiced by the defendants, as shown in the moving affidavits, constitutes threats and intimidation. The authorities, however, do not warrant this conclusion. * * * Under the decisions * * * it appears that the dissuasion which the defendant local unions, through their representatives, have thus far directed against the plaintiff's customers can not properly be described as threats, intimidation, coercion or force. * * * As to the defendants' relation with the plaintiff's customers, or persons who might otherwise become customers, the defendants must be restrained from resorting to any means of dissuasion in effect amounting to threats, intimidation, force or fraud; and in so far as the preliminary injunction proceeds further than this it must be vacated. Regarding the circulars, letters, placards and posters that have emanated from the defendants, the direction above made regarding dissuasion in general is fully applicable. The court is asked to restrain the further publication of the written and printed matter above mentioned on the additional ground that it contains innuendoes of a libelous character. Without in any particular restricting the direction above made restraining dissuasion amounting to fraud, whether in the form of written or printed publications or otherwise, the court must refuse to restrain the publication of written or printed matter which merely is libelous. A court of equity will not enjoin a libel against property where the plaintiff by reason of his inability to prove special damage has no remedy at law.

The defendants were within their legal rights in publishing circulars setting forth the circumstances of the strike and requesting their friends to withhold their patronage from the plaintiff. Upon the affidavits it does not appear how great was the loss of business, if any, that resulted from the alleged libelous statements. From the letters written by customers who withdrew their patronage it would seem that they were actuated by those parts of the circulars which were undeniably lawful."

As to picketing, the views of the court are as follows:

"Upon the affidavits before the court it appears that the proper bounds of reasoning and entreaty in dealing with the plaintiff's employees have been so exceeded by the defendant local unions and their members, and that the repetition of threats, intimidation, coercion and force, with the resulting damage to the plaintiff's business, is so likely that a continuance of the injunction in some respects, must be granted. As regards their relations to the plaintiff's employees, it is clear from what has already been stated that the defendant local unions and their members must be restrained from resorting to any threats, intimidation, force or fraud, whether through the means of picketing or otherwise. The defendants are free, with these exceptions, however, and within the limits already indicated, to make any requests or give any advice or resort to any persuasion for the purpose of winning support; and in so far as the preliminary injunction is inconsistent herewith it is vacated."

Justice Blanchard concludes:

"The preliminary injunction, in so far as it restrains the defendant local unions and individuals from resorting to any species of threats, intimidation, force or fraud in their relations with the plaintiff's employees or customers, must therefore be continued. Specifically, the defendant will be restrained from practicing threats, intimidation, coercion, force or fraud through the agency of picketing or circulating publications among or making oral communications to employees, customers, merchants and newsdealers handling the plaintiff's patterns and publications, or any persons who are about to become or might otherwise become such parties. The preliminary order of injunction must be modified in the respects indicated and, as so modified, continued."*

But to return to the general movement for the shorter working day. Long before the advent of the New Year the officials of Typographical Union No. 6 labored energetically among the numerous employers in the book and job branch of the printing industry to secure agreements favorable to the projected new conditions, and the pronounced degree of success that they attained in their efforts is illustrated by the fact that when 1906 was ushered in no less than 226 establishments had consented to the

*Butterick Pub. Co. v. Typo. Union No. 6, 50 Misc. Rep. 1.

amended regulation, and their 2,356 union printers — 2,322 men and 34 women — thus received positive assurances that their weekly labor hours in future would be forty-eight instead of fifty-four, without any curtailment in the wage schedule. The union, deeming it just to the employers who had so willingly acceded to its requirements in respect to an abridgment of the working time, had already adopted a resolution "that on and after January 1, 1906, employers granting eight hours a day's work, or forty-eight hours constituting a week's work, shall have the privilege to so arrange the working hours of members of Typographical No. 6 in their employ as will best facilitate work in their different mechanical departments; and, further, employers accepting the above conditions shall make each and every day's work the same as to hours and minutes, the last day (Saturday) being the half, or fraction."

Quite a number of large and influential firms and companies that conceded the forty-eight-hour week had been for many years associated with the Typothetæ, which organization determined to resist the demand of the union with all the strength that its remaining membership could bring to bear upon the situation that confronted it. The association advertised extensively for non-union help, or freemen, as termed by the Typothetæ, which established headquarters in West Tenth street, equipping the place with a commissary department and sleeping accommodations for a force of men that it gathered in all parts of the country. On December 30th the following notice was posted in the composing rooms of the various members of the Typothetæ:

"The refusal of Typographical Union No. 6 to renew with us the contract which expires on the 31st day of December, 1905, compels us to make an open shop of our composing room.

"Beginning Tuesday, January 2, 1906, this composing room will be operated as an open shop. The working hours, as heretofore, will be fifty-four hours per week, nine hours per day; wages to remain as at present.

"We will be very glad to keep any of our present force who desire to remain in our employ under the above conditions. Any man reporting for work on Tuesday morning with this understanding will please report in the business office to the undersigned."

This notification was viewed by the union in the light of a lockout order, and in the evening of Tuesday, January 2d, it was found that 1,163 of its members — 1,096 men and 67

women — had on that day become involved in a struggle as momentous as the memorable dispute of 1887, when 738 union compositors in 25 offices struck for increased wages and to sustain the closed-shop principle. In this year's controversy 62 establishments took part, and, besides the 1,163 journeymen in their composing rooms, they had apprentices, probationers, copyholders and other like unorganized employees to the number of 244 — 198 young men and boys and 46 young women and girls — all of whom walked out in sympathy with the union printers. Some time after the beginning of hostilities 7 journeymen, with 1 apprentice, in two small offices were added to the strike roster.

By the end of the first week of the dispute nine concerns yielded to the terms of the union, and 243 of its members, 230 of whom were men and 13 were women, in consequence returned to work, as did also 35 unorganized young men and boys and 17 young women and girls. Two other firms granted the demand in the second week, and the settlement with them provided employment for 30 male compositors and 4 boys. In the third week a large incorporated company signed the agreement and its 82 compositors — 77 males and 5 females — resumed operations; as did its 16 boys and 8 girls. On January 26th, however, one of the firms that had capitulated early in the first week of the controversy signified its intention of going back to the nine-hour day, practically forcing its 25 male and 2 female compositors to leave their work, while 3 boys went out in a sympathetic strike. Thus by the end of the fourth week the typographical union had made a net gain of eleven offices, in which 328 of its members had been restored to their positions and conceded the forty-eight-hour week, and 77 unorganized workers had accomplished a similar result. When this report closed on September 30th, it was announced that four more establishments had adopted the eight-hour rule, and as a consequence 36 union compositors and 10 apprentices, etc., had returned to their former positions. A number of others who had taken part in the dispute had obtained employment either in book and job shops where the forty-eight hour weekly regulation prevailed or in newspaper offices, in which the eight-hour rule had been in effect since the general introduction of linotype machines, in 1893; so that on September 30th the strike roll of the printers' union contained the names of 527 compositors and 41 apprentices,

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etc. The amount expended in benefits up to that date was \$258,355.95, while the total loss of employment amounted to 146,232 days for the compositors and 17,896 days for the apprentices, etc.*

Eighty-four members of Electrotypers' Union No. 1 engaged in a sympathetic movement on January 16th to assist the compositors in eleven electrotypes foundries, where the former refused to handle the product of non-union labor. Others joined the strike from week to week until the number reached 109. By the end of September three of these establishments, employing 20 men, had conceded the demands of the union, which reports that on the 30th of that month, 79 of its members were still out of work, that the total number of days that the strikers had lost was 21,698, and that \$28,999 had been disbursed in strike benefits.† Also, on January 16th, 39 stereotype finishers, attached to Stereotypers' Union No. 1, accompanied by 65 apprentices, helpers and other unorganized workers, refusing to handle the product of non-union compositors, quit their employment in nine foundries. Up to September 30th three of these shops had accepted the union's terms, 8 stereotypers and 9 apprentices, helpers, etc., returning to work in them. There were unemployed at that time 32 journeymen and 34 apprentices and helpers. Lost time aggregated 6,726 days for the striking stereotypers and 10,980 days for the apprentices, etc., while the amount expended for the relief of the strikers was \$38,507.38.‡

* After September 30th there was a strike of 10 compositors in one establishment to maintain the 8-hour day. It was of brief duration and was settled in favor of the union. Meanwhile three other concerns granted the shorter working day to 56 compositors and 6 apprentices; so that on July 27, 1907, when this report was passing through the press, a total of 18 offices had yielded to the demands since the dispute commenced, benefiting 400 compositors, 20 of whom were women, and 93 apprentices, copy holders, etc., of whom 24 were girls. At this latter period there were on the strike roll 252 compositors (including those who had struck in the Butterick establishment) and 10 apprentices, etc. The total number of days lost by the printers was 216,535, while the apprentices, etc., were unemployed 23,058 days. The financial assistance given by the typographical union to those engaged in the dispute amounted to \$404,793.45.

Altogether, 6 unions and 2,008 persons were directly involved in the general movement in New York city. Up to July 27, 1907, these unions had paid in strike benefits, \$552,220.17, while those who took part in the dispute entailed a loss of employment of 322,071 days.

† Subsequent to July 27, 1907, two concerns submitted to the terms of the union. This made a total of five establishments and 41 electrotypers who were affected by settlements with the union. The time lost up to this date aggregated 36,121 days, and the expenditure for strike relief footed up \$57,581. At that time there were 44 men on the strike list.

‡ By July 27, 1907, two more foundries, with stereotype finishers and 4 apprentices, etc., had been added to the list of union establishments — making a total of 5 shops, employing 15 journeymen and 13 apprentices, etc., that had again been brought under the jurisdiction of Stereotypers' Union No. 1, which reports that at this date there were 23 journeymen and 17 apprentices, etc., still out; that the striking stereotype finishers had then lost 9,834 days and the apprentices, helpers, etc., 17,605 days, while the amount of strike benefits aggregated \$58,498.96.

For the Typothetæ, it is reported that "on January 2d, 975 union members voluntarily left their employment and failed to return to work," and "that there are now employed in the composing rooms of Typothetæ members 950 free men, who have taken the places of the former employees who went out on strike."

The Typothetæ on December 15, 1905, authorized a statement, signed by its president, "defining its position in regard to the threatened labor trouble." It said:

"The closed shop and the eight-hour day demanded by Typographical Union No. 6 cannot, and will not, be granted. The question which this demand brings before the printers of New York is not one of hours solely. The Typothetæ has been acceding to one demand after another for a number of years, always increasing wages, decreasing hours, and suffering new shop restrictions, until the limit has been reached. As examples of these restrictions: The employer can not put his own son to work at the machinery in his own composing room until that son, after four years' probation, swears allegiance to the union. * * * The employer can not hire or discharge his own men; they must be hired or discharged by a foreman, who must himself be a member of the union. An employer can not operate the keyboard of a machine that he has paid for, or set his own type; he is not allowed any representation in his own composing room. The composing room is controlled by a union foreman, assisted by a union chairman elected by union men, the chairman's duty being to see that neither the men nor the foreman shall for one moment forget any of the numerous restrictions which the union has placed on the running of the shop. * * * These and similar rules and restrictions have so decreased production and have so hampered the conduct of our business that even with a nine-hour day the shrewdest management is necessary to show any profits whatsoever. Upon all contracts of importance we meet with competition from points where the nine-hour and ten-hour day prevail, where the union is not in control and the printer is able to get the best results from his men unrestricted. The reduction of hours from nine to eight would mean a prohibitive increase in labor cost (the principal item in printing), and the demoralization of the printing business in New York. In 1898, with a ten-hour work day, the minimum scale was \$18 per week. Since then the work day has been reduced to nine hours, and wages have been three times increased, so that the present price for a fifty-four-hour week is a minimum of \$21 — an increase in cost per hour of thirty per cent. With this increase in wages there has been a steady decrease in hourly production. The public has been given the false impression that eight hours is the usual work day in indoor trades, and the longer day the exception. This might result in the belief that the typographical union seeks only to have its day readjusted to present trade conditions. As a matter of fact, with very few exceptions, the hours in indoor trades are either ten or nine per day. In view, therefore, of the impending conditions, the members of the Typothetæ have taken steps to continue their business, and are prepared to install competent non-union machine operators and other printers in their various composing rooms. These printers have

been obtained by a canvass of the various parts of the United States by field men representing the Typothetæ. * * * We desire to emphasize the fact that this is not a local fight. The International Typographical Union decreed that on or before January 1, 1906, the eight-hour work day should go into effect, not only in the City of New York, but in every other city in the country where its union has jurisdiction. Anticipating this, a great many cities throughout the country have taken up the gauge thrown down by the typographical union, and, with the assistance of the United Typothetæ of America, of which they are members, signally defeated the unions. New York City will have that same aid, counsel and assistance that has been extended to all the others who have so successfully met the emergency. The Typothetæ believes that the present attitude of the typographical union is as contrary to the best interests and sentiment of unionism as a whole as it is ruinous to our industry. * * * Notwithstanding contrary statements, there will be no lockout in our shops. Every union man who is competent and trustworthy, and is willing to stay under the nine-hour day and open-shop conditions, will gladly be retained. The shops will be 'open' and the nine-hour day will prevail until conditions warrant a change. Competent men entering our employ after January 1st, next, will be paid full wages according to the union scale whether they are union men or not, and the fullest protection against the slightest interference will be given to every employee regardless of expense."

After the dispute began in January Typographical Union No. 6 made answer to the foregoing and similar statements promulgated by the Typothetæ. The union averred that at its regular meeting in June 1, 1901, "a letter was read from the Typothetæ of the City of New York requesting the union to appoint a committee to meet a similar committee of the Typothetæ with the view of formulating a scale of prices and shop rules to be uniformly observed in book and job printing establishments within the jurisdiction of the two organizations. The scale of prices at that time was \$18 per week for hand compositors and \$20 per week for machine operators, the hours being nine per day, or fifty-four per week. Complying with the request of the Typothetæ, the union adopted a resolution providing for the appointment of a committee, and later in the month the conferences began." With the exception of August, sessions were held weekly during each month until late in November when, "it being apparent that the shop rules could not be disposed of before the first of January, the representatives of the union requested that further consideration of those rules be suspended and the question of an increase in scale taken up and disposed of in order that such increase might take effect at the beginning of the year." This was agreed to by

the Typothetæ committee, and "finally the representatives of the two organizations agreed to recommend an increase of \$1, to take effect on January 1, 1902, and a further increase of \$1, to take effect January 1, 1903. Notwithstanding the positive assurances given the representatives of the union that this proposition would be accepted, the Typothetæ rejected the report of its committee and declined to accept the recommendations of the joint conference." The joint committee reconvened on December 9th and after four hours' discussion an agreement was reached and signed that on January 6, 1902, there should be an increase of two cents per 1,000 ems in the piece scale, \$1 per week in the time scale, the minimum to be \$19, and \$1 per week for machine operators, making the minimum \$21. A further advance of 50 cents per week for time hands and machine operators was provided to take effect in the following October; the conferences on shop rules to continue until March 1, 1902. These were duly held and at the end of February every paragraph in the scale of prices and shop rules had been agreed to. The union continued its statement:

"These rules covered every conceivable question which might arise, and it was agreed that all disputes should be adjusted by the joint committee. These rules specified the number of apprentices, the term they should serve as such, and the work they should perform, to all of which the representatives of the Typothetæ agreed.

"The question of the open and closed shops was disposed of by a verbal understanding that the union should not make war on any employer paying the scale of prices and complying with the shop rules agreed upon by the joint conference committee, and the committee representing the Typothetæ agreed that their organization would not assist any member who might attempt to displace members of the union with non-union men.

"Upon the signing of the above agreement the representatives of the Typothetæ demanded that the union withdraw its members from all offices refusing to comply with the scale of prices and shop rules, insisting that inasmuch as the Typothetæ had agreed as an organization to pay a certain rate of wages, it was unfair to permit members of the union to work for competing employers who refused to pay the increased scale. The officers of the union, recognizing the justice of this contention, without unnecessary delay complied with the request made by the Typothetæ."

After stating that harmony had prevailed for three years, that trivial disputes had been adjusted by the officers of the two organizations or by the joint conference board, and that but in one instance was it necessary to resort to arbitration, that being the question of making up lost time by the observance of the Satur-

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day half holiday in the summer months, in which case the umpire sustained the workmen's claim that such time should not be made up unless at over-time rates, the union proceeds:

"These matters have been referred to in detail in order to show conclusively:

"First—That the original agreement was made at the request of the Typothetæ.

"Second—That every paragraph in the scale and book of rules was agreed to by the Typothetæ committee and accepted by the unanimous vote of that organization; and,

"Third—That the Typothetæ itself, through its officers, objected to the open shop in demanding the withdrawal of union men from offices not paying the union scale.

"In November, 1904, the union received a letter from the Typothetæ requesting a conference with the view of renewing the agreement which was to expire on January 1, 1905. The union promptly complied with this request. The Cincinnati convention of the International Typographical Union in 1902 had declared for the shorter work day to take effect January 1, 1905. The St. Louis convention in 1904 changed this date to January 1, 1906. When the representatives of Typographical Union No. 6 met the representatives of the Typothetæ in conference in November, 1904, they presented the shorter work day proposition. The representatives of the Typothetæ objected to considering a reduction in the hours until a similar demand was made on employers in competing cities, and offered to renew the agreement for one year, with an increase of \$1 per week for time hands and machine operators. After several conferences the representatives of the union agreed to defer action for one year on the shorter work day proposition, provided the Typothetæ would agree to an increase of \$1.50 per week. To this the representatives of the Typothetæ finally agreed and the contract was signed."

This agreement also advanced the wages of piece-workers five cents per 1,000 ems and bound both bodies to the observance of all shop rules and practices that were embraced in the preceding agreement, the new compact becoming operative on January 1, 1905. Continuing its reply the union declared:

"Again the Typothetæ placed itself on record as approving all the shop rules and the rules governing apprentices. For another year harmonious relations were continued. In October, 1905, the union again received a letter from the Typothetæ requesting a conference with the view of renewing the agreement which was to expire on January 1, 1906. The union again promptly complied with the request. At a conference held early in October the representatives of the Typothetæ offered to renew the existing contract for one, two or three years. In view of the general discussion regarding the open shop, the representatives of the Typothetæ were requested to state what position the Typothetæ would take on this question in the event of the renewal of the agreement. President Green stated that the offer of the Typothetæ was to renew the existing agreement in its entirety, and also stated that his organization would not assist any member who might make war on the union during the term of the contract. President Green confirmed this point in a letter he addressed to the union on October 14, 1905.

"Again the Typothetæ put itself on record as approving all the shop rules and rules governing apprentices. Not a word was said in protest against continuing the conditions which had for four years governed employees in the book and job composing rooms.

"The union declined to accept the proposition made by the Typothetæ, and instructed its representatives to present for consideration the proposition to reduce the hours from nine to eight per day. When the joint conference met on November 9th, the representatives of the Typothetæ absolutely refused to consider any proposition which reduced the hours from fifty-four per week. After some discussion the conference adjourned.

"Immediately following the breaking off of the negotiations the Typothetæ brought the open shop question to the front. As has been shown, this question had been disposed of and was not a factor in the dispute."

In the latter part of February the Typothetæ appeared before Justice Blanchard and petitioned for the issuance of an order against Typographical Union No. 6, its officers, members, representatives, agents and servants, perpetually enjoining and restraining them —

"First.—From interfering in any unlawful manner with the business of the plaintiff corporation or its members.

"Second.—From any and all sorts of violence or intimidation or abuse or the use of vile and abusive language directed against the plaintiff corporation, its officers or its members or the employees of the members.

"Third.—From interfering with the employees of the members of the plaintiff corporation through pickets or patrols or men placed near the premises or places of business of the members of the plaintiff corporation. From soliciting or inducing or attempting to induce said employees by any species of threats, abuse, offers or promises of money, of membership in the union or of free transportation from the City of New York or by any unlawful other means to leave the employment of the members of the plaintiff corporation.

"Fourth.—From interfering with or preventing by any species of violence or of intimidation, any threat, abuse, fraud or any promise of money or pecuniary or other reward or in any other unlawful manner whatsoever, new men from entering the employ of the plaintiff corporation or any of its members.

"From picketing or patrolling or causing to be picketed or patrolled the premises or places of business of the members of the plaintiff corporation, and from following any of the said employees against their will or persisting in talking to any such employees against their will; and from doing or causing to be done any of the acts herein complained of.

"And the plaintiff corporation further prays that an order may be made restraining and enjoining the said defendant union, its officers, members, servants, agents and associates from doing or causing to be done any of the aforesaid acts herein complained of and for relief against which the plaintiff prays as aforesaid pending the final determination of this action, and for

such other and further relief as may be just, together with the costs of this action."

Justice Blanchard on March 2d granted an injunction against the defendants — Typographical Union No. 6, its officers, and members and their agents, servants and associates — enjoining and restraining them,—

"1. From inducing or coercing, or attempting to induce or coerce, by any species of intimidation, threats, force or fraud, any employee of the plaintiff or any of its members to quit the employment of the plaintiff or any of its members.

"2. From preventing, or attempting to prevent, by any species of intimidation, threats, force or fraud, any person from entering the employ of the plaintiff or any of its members.

"3. From any and all acts of intimidation, threats, force or fraud toward any employee of the plaintiff or any of its members.

"4. From any and all unlawful interference with the property, property rights or business of the plaintiff or any of its members."

It was further ordered by the court that the defendants subsequently show cause before one of the justices of the Supreme Court at special term why the injunction should not be continued during the pendency of the action. Shortly afterward the question of the continuance of the order was argued in the Supreme Court, Special Term, Part I, before Justice Greenbaum, who on April 2, 1906, directed that "the injunction heretofore granted should be continued until a final hearing." It was the opinion of the court that —

"according to the allegations of the plaintiff, it has succeeded in securing almost its full quota of non-union employees to take the place of those who refused to continue in employment. The gravamen of the complaint is that the alleged acts of violence and intimidation towards the non-union employees tends to disrupt the new force secured and to prevent the hiring of further employees, to the serious detriment and injury to the business of the members of the plaintiff corporation, and for which no adequate remedy at law can be had. Plaintiff's affidavits, which are exceedingly voluminous, specifically refer to about thirty cases of assaults and upwards of fifty cases of abuse and threats on the part of the pickets established around and about the various shops of the plaintiff's members and several hundred general complaints of like nature. It is not denied that the defendant union has systematized and organized bodies of pickets on duty, but it is asserted that they have been instructed only to employ persuasion and argument upon the new employees, without resort to force, abuse or threats, to the end that they may legitimately and properly influence them. Have these legitimate and justifiable methods been pursued or has there been such a course of conduct on the

part of the defendants as to warrant the court in finding upon the affidavits submitted that it was a deliberate one of unlawful and unwarranted acts and calculated to coerce and intimidate the present employees of plaintiff's members? Of about twenty cases of assault brought into court every one was against a member of the defendant union. Of these eleven were found guilty and five were dismissed, as alleged, for failure to identify the assailants. It is also asserted that warrants are now out against other alleged offenders, who have not yet been arrested. Of thirteen cases of assault specifically charged, no denials have been made by defendants. As to numerous other assaults, threats and acts of intimidation and abuse, the defendants present no affidavits, for the obviously good reason that the names of the alleged offenders are not stated. Defendants very properly argue that many of the plaintiff's affidavits are general in character and state mere conclusions of the affiants. Little reliance should, of course, be placed upon such affidavits, but the failure in many instances to give the names of defendant's members, who are charged with lawless acts, is entirely explicable, in view of the fact that many of the assaults are alleged to have been committed by attacks from behind, and in many instances, the assailants were unknown to the attacked. The significant facts, however, that are undisputed are that the defendant union is composed of about eight thousand men; that a thousand or less are directly interested in the controversy between the parties, as it affects only the class of men who work in the composing rooms; that the plaintiff's members have many employees other than compositors who are not affected by the differences mentioned, and that, although all the employees leave the shop at the same time, the only ones who have been singled out for assault, abuse, threats and intimidation are those engaged in the composing room; that the same attorneys who appear for the defendants on this motion appeared for the accused in the various criminal charges of assault, and that no action has been taken against such of the members of the defendant union who have been found guilty of assault. It would be futile to enumerate the various acts of lawlessness charged or to attempt here to make an analysis of the proofs pro and con. I fully recognize that the union should not be held responsible for occasional acts of violence or lawlessness on the part of some of its members, done impulsively, unreasonably, and without authority, but when the defendant union admittedly failed to take any affirmative action against such of its members, who concededly were their paid agents, employed as pickets, and who in the discharge of their duties as such agents committed the unlawful acts complained of, it cannot escape the consequence of these acts, after it became cognizant of their commission. It does not appear that the union ever repudiated or condemned the lawless acts of their agents, or visited upon the offenders any reprimand or discipline, and as the plaintiff has shown acts of assault, oppression, intimidation, threats and coercion on the part of a considerable number of the members of the union, it seems to me that the plaintiff has made out a case presumptively entitling it to the protection of the court."

After the promulgation of the foregoing restraining order, The Typothetæ of the City of New York appeared before Supreme Court Justice Henry Bischoff, and instituted proceedings to

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punish Typographical Union No. 6, its president and others for criminal contempt in that the defendants had wilfully violated the order of injunction. The Court held that "since the contempt, while not of the statutory class of strictly civil contempts, is also not strictly criminal, and the proceedings are actually civil proceedings to enforce the mandates of the court in which enforcement the parties to the action are alone interested. The question is not one of actual substance, and, so far as the mere question of practice is concerned, the form of proceeding, as adopted, is not irregular. Upon the merits the essential facts of a wilful violation is involved in direct dispute, and it is impossible for the court to determine the questions of fact from the affidavits submitted. The plaintiff's papers would support a finding that the acts of violence and intimidation, as set forth, were instigated by the defendant and its officers, but this is a matter of inference, and if the defendant's affidavits state the true facts, this inference is materially weakened. So, too, the element of wilfulness in the case of the individuals who were concerned directly in the acts charged is negatived by the opposing papers, and the circumstances of the alleged acts of violence are in such dispute that an intelligent finding of the facts is impossible. The court should be advised as to the facts by the report of a referee, to take testimony and report with his opinion, the application to be brought on for final hearing upon the report." The referee had not rendered a report on September 30th.*

LITHOGRAPHERS' EIGHT-HOUR MOVEMENT IN NEW YORK CITY, BUFFALO AND ROCHESTER.†

A dispute of international consequence, extending to a number of localities in the United States and to Canada, and directly involving 1,700 workmen in 56 establishments in New York's three largest cities, was inaugurated in the lithographic industry in the afternoon of August 1, 1906. The controversy originated with the pressmen, transferrers and provers, whose organization, the Lithographers' International Protective and Beneficial Association of the United States and Canada, had demanded a decrease of weekly working hours from 53 to 48.

* When this report was in press on July 27, 1907, the referee had not yet submitted his findings to the Court.

† By George A. Stevens, of the Bureau of Labor Statistics.

Until the spring of 1906 there were two general organizations of employing lithographers, one representing the East and Pacific, the other being known as the association of the West. Up to April 11th the union of pressmen, transferrers and provers had a working agreement with the former association, while five correlative trade unions — comprising apprentices and press feeders, stone and plate preparers, artists, engravers and designers, poster artists, and paper cutters — were under contract with both associations of employers. These agreements provided for the adjustment of grievances by arbitration, established wage scales and working time, and regulated the employment of apprentices. In July, 1904, at a convention held in Philadelphia, the Lithographers' International Protective and Beneficial Association initiated a movement for the shorter working day by inserting in its constitution a provision to reduce the labor hours to forty-eight per week, but did not succeed in having a clause to that effect incorporated in its compact with the employers' association. In January, 1906, the union convened in Buffalo and prepared several propositions, including that for the forty-eight-hour week, for submittal to the employers, with the object of having them embodied in a projected agreement, to be effective from April 11th, the date of the expiration of the old contract. The union announced that this convention was held "for the express purpose of arbitrating the eight-hour workday with the employers' associations;" that it had "duly notified and invited the representatives of both employers' associations to meet us" and that "this was refused, on the ground that they considered it unwise to deal with delegates in convention assembled, but would meet a committee after adjournment of the convention." Subsequently a conference was arranged by the two associations of employers and the Central Lithographic Trades Council, composed of the Poster Artists' Association, the Lithographers' International Protective and Beneficial Association, the Lithographic Artists, Engravers' and Designers' League of America, the International Protective Association of Lithographic Apprentices and Press Feeders, the International Association of Lithographic Stone and Plate Preparers, and Local Union No. 119, Paper Cutters of New York and Vicinity. The representatives of both sides met at the opening of April and after

discussing for about a week, the various questions in dispute and especially that relating to the demand of the pressmen, transferrers and provers for the forty-eight-hour week, signed an agreement applicable to the East and Pacific for a period of three years from April 11th, and another for the Western section for one year from the same date.* The agreements continued the plan of arbitration that had been in operation for several years, and while both stipulated that "the question of the shorter work week may be put up for joint action or arbitration upon the application of either party to this agreement," the one with the employers' association West set forth additionally that "it is expressly understood that in no case shall the hours of labor which shall constitute a week's work for the members of the Lithographers' International Protective and Beneficial Association, the International Protective Association of Lithographic Apprentices and Press Feeders, and the International Association of Lithographic Stone and Plate Preparers be lower than forty-eight hours, nor of the Lithographic Artists, Engravers and Designers' League of America lower than forty-seven and one-half hours, nor the Poster Artists' Association of America lower than forty-seven hours during the term of this agreement." Although each agreement contained a clause that "each party in executing this agreement represents and agrees that it has full authority to execute the same in behalf of all its individual members, and that all necessary steps have been taken to secure such authority," the union representatives declared that it was verbally understood by the conferees that the rules of the workmen's organizations required that the agreements be submitted to the members for ratification. A referendum vote was taken in April and both agreements were rejected.

In May the members of the Lithographers' International Protective and Beneficial Association adopted by a referendum vote a resolution to the effect "that forty-eight hours shall constitute a week's work beginning September 1, 1906." Meanwhile the two associations of employers amalgamated under the title of the National Association of Employing Lithographers. On July 9th the general president of the union of pressmen, transferrers and provers addressed a circular letter to every lithographic concern

* Both agreements are printed in full in chapter V.

in the United States and Canada giving notice of the union's demand and requesting a reply not later than July 25th. To this communication the president of the reorganized association of employers replied on July 20th that "your letter of July 9th, suggesting a forty-eight-hour week, has been received by a large number of our members and I find that many of them have not acknowledged its receipt to you. In order, therefore, that you may understand their neglect, I will say that the National Association of Employing Lithographers will take the matter up, and presume that you will consider that it is to the best interests of your organization to deal with this association directly, as the houses with whom you could treat individually are limited to the few concerns not yet represented in the association. Our association does not refuse the proposed forty-eight-hour week. Neither does it accept it. As an association it believes that this question can best be settled by a conference between the committees from the two organizations with full power. This is in accordance with the principles on which our association is founded, which are as follows: First — Prior to the commission of hostile action on the part of any union or unions toward any member of the association, we favor the settlement of disputes with unions by reference of such questions to properly constituted boards of conference and arbitration, and should any labor union, or unions approve and have ratified by its members the form of conference and arbitration which is hereto appended, upon the offering to us of said agreement for a term of not less than five years, we bind ourselves to accept and ratify it. Second — In the event of the commission of any hostile action on the part of any union or unions toward any member of this association, the 'open shop' shall be established with reference to such hostile union or unions, under such rules and practices as may be adopted by this national association." During the morning of August 1st a final conference of the union's General Executive Board and the Board of Directors of the employers' association was held in New York City. As these officials could not reach an understanding strikes began in some shops in the afternoon of that day and the dispute became general on August 2d, by which time more than 950 pressmen, transferrers and provers had ceased work in 56

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establishments in New York City, Buffalo and Rochester, four of the concerns in the first-named city not being affiliated with the employers' organization. Members of the International Association of Lithographic Stone and Plate Preparers, which had also demanded the shorter working week, joined in the strike in the establishments controlled by the employers' association, which forthwith declared the "open shop" to exist against these two trade organizations.

Early in the controversy it was reported by the New York City subordinate association of the international union of pressmen, transferrers and provers that upward of 550 of its members had gained the forty-eight-hour week without strike in 42 independent shops, and in the third week of the dispute the same union announced that the four independent firms whose 90 employees had struck had granted the demand and reinstated the striking workmen.

The contest was fraught with much bitterness. Referring to the April conference the employers' association stated that —

"it took six days of discussion and argument and mutual concession to explain away and refute the objections which both sides had had to it, and, in the end, these unions, without the benefit of any of this discussion and in absolute ignorance of what had occurred, spurned the agreement which their representatives had said was eminently fair. We have never yet been given any reason why these agreements were rejected. When therefore we approached the Lithographers' International Protective and Beneficial Association this summer and said that a conference would only be successful if the representatives of both sides were empowered to make a binding agreement, we had in view this experience of April, 1906, and we believed that the power which we required was absolutely essential in order not to repeat the child's play of the early spring. The president of the L. I. P. and B. A. stated in a letter that, not only did his Executive Board have no such power, but that it would not accept it if it were offered to it. With a view to convincing him and his National Executive Board that we were right in our stand, we invited them to call on our Board of Directors on August 1, 1906, and discuss the question of procedure in such a conference." At the meeting of August 1st, continued the employers, the president of the L. I. P. and B. A. "said that he had no such power as we required, and we then gave him a written explanation of our position under such circumstances. This was as follows: 'We are familiar with the constitution of your association, which enables you to obtain such powers by a referendum vote, and we must therefore request that you procure such powers.' He then stated that it would be utterly useless to obtain a referendum vote; that his union would not grant such powers to its representatives, and that the National Executive Board would not accept them. We then presented to him a written statement of our

position under such circumstances." This was in part: "We therefore now offer to arbitrate all questions and differences between us, and with that end in view we will appoint one arbitrator, you to appoint one, and the two so selected to appoint a third, both sides to be bound by the decision of the Board of Arbitration." After presenting this writing to the president, the employers averred, "he said that, if we insisted upon it, he would submit the question of power to a referendum vote, but that it was perfectly useless, because his union would never grant the power and the National Executive Board would not accept it. He even declared that he would call the men out pending the referendum vote, as he was not going to tolerate any more delay. He said that he would not permit any more delay on account of any conference, but that his men would be called out on strike the next day. We asked him if this was positively final. He said that it was, and that the men would quit work upon his order. He and his Executive Board then quit the room."

The Litographers' International Protective and Beneficial Association gave its version of the dispute as follows:

"Last January the L. I. P. and B. A., at an expense of \$15,000, held a convention in the city of Buffalo for the express purpose of arbitrating the eight-hour workday with the Employers' Association, and duly notified and invited the representatives of both Employers' Associations to meet us. This was refused on the grounds that they considered it unwise to deal with delegates in convention assembled, but would meet a committee after adjournment of the convention. Last April the representatives of the Alliance, of which the L. I. P. and B. A. is a member, met the representatives of the Employers' Association and formulated an agreement in which one clause was incorporated calling for arbitration of all disputes on questions which were not covered by any clause in the agreement. It was known to the employers at that time that any agreements entered into between them and the representatives of our Association must be submitted to our membership for ratification. Our members rejected the agreement because of the fact that no stipulation was made in said agreement covering the shorter work-week question. In May last, by referendum vote of the members of the L. I. P. and B. A., a law was enacted to the effect that forty-eight hours shall constitute a week's work, beginning September 1, 1906. Every employer in the United States was notified of this and asked to inform the general office in New York City by July 25th whether he would accede to or refuse the request of this Association. All the employers belonging to the National Association of Employing Lithographers referred the general office to their President. Although it was known to the Board of Directors of the Employers' Association that our organization would take the necessary steps by August 1st to enforce our request, a fact which was substantiated by letters in our possession, copies of which were sent by their president to all members of his association, they deferred an invitation to our General Executive Board to attend a conference with them in New York City until shortly before the day set for the execution of our plans. Notwithstanding this, our General Executive Board agreed to meet the Directors of the Employers' Association in conference, August 1st, and notified all their mem-

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bers that no action would be taken until after the conference. We were told that the members of the Employers' Association had given their Directors full power to act, and they demanded credentials giving like power to the General Executive Board before they would have a conference with us, and upon being informed that we did not possess full power, and did not expect our members to give us such power, it was suggested that our Constitution gave us the right to get full power by submitting the question to our members for a referendum vote. Our Executive Board agreed to get such power, but insisted that our original program be carried out to the letter pending the result of this referendum vote. At this time another proposition was made by the president of the Employers' Association which called for an arbitration of the forty-eight hour work-week issue. The inconsistency of the employers by making this proposition, following close on the heels of the first one, is so conspicuous that it is almost unnecessary to invite attention. They were told in the first place that we did not have full power to agree to anything. They suggested to us to go to our constituents and obtain such power, and in the same breath asked us to agree to arbitration. The day after the so-called conference a proclamation was prominently posted in all shops of members belonging to the National Association of Employing Lithographers which imparted the information that the L. I. P. and B. A. committed a hostile act against the Employers' Association by refusing to agree to arbitration. We desire to impress again upon all fair-minded employers and others interested in the lithographic industry that every effort possible was made by the L. I. P. and B. A. to have the forty-eight hour week question settled by arbitration at our Buffalo convention in January last, but the Employers' Association, who were represented in Buffalo, positively refused this offer, leaving the L. I. P. and B. A. no alternative but to proceed in the manner which we have pursued. It might also be suggested that all the tactics employed by the representatives of the Employers' Association were nothing more nor less than a strategical move to gain time."

One reason why the employers' association viewed with disfavor the adoption of the 48-hour rule was the alleged scarcity of journeymen in the trade, avowing that the working force at the time of the strike was insufficient to properly perform the work then in hand. Said the association in this connection: "The ratio of apprentices to journeymen has been steadily and systematically reduced until the trade has found itself in a condition where there were not enough journeymen to perform the work which has been placed in our hands by customers." On the other hand, the pressmen, transferrers and provers considered themselves entitled to an abbreviated working day owing to the unhealthfulness of their working conditions and increased labor. The union stated that "the real reason for making the demand for a shorter working day was that our statistics showed us the startling fact

that 46 percent of the lithographers die of tuberculosis. But this deadly disease is not our only enemy. Nervous diseases are also growing alarmingly in percentage owing to the fact that the sizes of machines have increased, and where only a few years ago a 48-inch sheet was the limit, 74-inch sheets are now used, and the colors printed have been increased from one color to two and three colors at a time. No one can deny the fact that this increase in production also has increased the amount of responsibility and labor required of a man, and in connection with the everlasting cry of the employer for more and more, is bound to make a nervous wreck out of the healthiest man." To explain the large proportion of deaths in the trade from tuberculosis the union cited a long list of dangerous acids and other chemicals that had to be used in different forms in lithography and described the injurious effect of many of these compounds on the human body. As to unsanitary surroundings, the union remarked: "Owing to the peculiar class of work, requiring closed workrooms all the year around, shutting off all fresh air and giving no outlet to the fumes or gases of the different acids used, and realizing that one ounce of prevention is worth more than a pound of cure, and having seen the effect the shorter working day had among other less dangerous trades, we naturally bent our efforts toward that goal."

Members of the International Protective Association of Lithographic Apprentices and Press Feeders became involved in the dispute on August 3d. It was claimed by the union that some members had refused to take the places of striking pressmen and for that reason a general lockout was declared by the associated employers. The latter, however, contended that these employees had indulged in a sympathetic movement, leaving their employment to assist the pressmen. "The feeders," the employers maintained, "had placed themselves in the same position as the Lithographers' International Protective and Beneficial Association, and as to them the 'open shop' appeared a necessity, and we declared it to exist." The dispute of the apprentices and press feeders lasted until November 22d, when it was declared closed by the union, and any man who desired to return to work was required to sign a paper announcing that he had resigned without reservation from his trade organization. The union in New

York City reported that while the dispute was in progress it paid \$15,727 in benefits to the members involved.

The posting of "open shop" notices in their art departments by the concerns affiliated with the National Association of Employing Lithographers caused a general strike on August 12th of the members of the Lithographic Artists, Engravers and Designers' League of America throughout its jurisdiction. In this State the dispute affected establishments in New York city, Buffalo and Rochester and directly involved 250 workers. Relative to this controversy the associated employers asserted that "the national officers of the artists' union, in June, 1906, without accepting our offer of conference or arbitration, issued a peremptory order declaring that their artists should not be permitted to work overtime, regardless of the amount of wage which we were willing to pay for such overtime work. We sat quietly by while this order injured us and tied up large quantities of work in our shops. Finally, in August, our patience became exhausted, and we told the national officers of the artists' union that unless the anti-overtime order was rescinded at once we should consider it a hostile act. We received an evasive answer to this letter, in which the president stated that the anti-overtime order had been considered null for weeks. To test the good faith of this answer some of our artists were asked to work overtime the next day, and they refused, saying that it would be contrary to the order of the national union, which was still in force. Under such circumstances, therefore, surrounded by hostilities and evasions, and duplicity, we declared the 'open shop' against the artists." The League of artists, engravers and designers reported that the overtime issue raised by the employers was merely a pretext to destroy the union. It stated that the rule against overtime work had been abrogated and that many of its members were working extra time when the strike began. A member in Chicago, said the union, who evidently had not heard of the order nullifying the rule, had declined to perform work after regular hours, and then came the edict of the employers in regard to the "open shop." The members of the League were working 47½ hours per week at the time the controversy opened, and therefore they did not have any grievance as to labor hours. When in May the press-

men, transferrers and provers insisted upon the observance of a 48-hour working week the artists stated they considered that the time for such demand was not propitious and they consequently urged against it. Their advice proving futile they withdrew from the Central Lithographic Trades Council, and on May 21st submitted to the employers the form of a projected trade agreement, to remain in effect for five years. This provided that "the discharge from their present positions of non-members now actually employed is not required." It also regulated overtime work, stipulating that for such labor the compensation should be "at the rate of one and one-half times the regular rate, regardless of the number of hours worked during the week in which the day falls on which overtime was worked," and that "all time worked on Sundays and on legal holidays shall be paid for at twice the regular rate." The apprenticeship question was regulated in this manner: "In art departments in which there are regularly employed from one to six journeymen artists, engravers and designers, all counted together, there may be not more than one apprentice; from seven to twelve journeymen, not more than two apprentices; from thirteen to eighteen journeymen, not more than three apprentices; and so on in like ratio." The employers refused to enter into any agreement with the League. When this report closed the strike of the artists, engravers and designers was still in progress.* The League's side of the controversy is as follows:

"The League was organized in 1901 and in June, 1906, included in its membership 95 per cent of the lithographic artists of the United States and Canada. It never made any formal demands upon the employers in the United States. It entered into a *defensive* alliance with five other unions in the lithographic trade in February, 1904, after learning that the employing lithographers of the United States had formed an organization. In March, 1904, the employing lithographers' organization demanded that the allied unions enter into arbitration agreements with them. The unions refused on the ground that this would open to arbitration and change conditions they had secured in the past. The employers locked out all the union members in March, 1904. The struggle lasted four weeks, after which time, through the

* On August 1, 1907, while these pages were passing through the hands of the printers, the Advisory Board of the Lithographic Artists, Engravers and Designers' League of America closed the controversy and urged the members who were then on strike to return to work on the employers' terms. On the above date 124 members were on the strike rolls in this State — 65 in New York City, 43 in Buffalo, and 16 in Rochester. When the dispute ended it was reported by the officials of the National organization that the aggregate sum expended in strike benefits in New York City amounted to \$23,549, in Buffalo \$18,644, and in Rochester \$7,314 — a total of \$59,507.

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intervention of the National Civic Federation, an agreement was entered into between the allied unions and the associated employers for one year, guaranteeing the continuance of the conditions which existed before the struggle began, and agreeing to submit all new questions to arbitration. This agreement, with slight changes, was renewed the following year. In April, 1906, an agreement was drawn up between the allied unions and the associated employers, but it was rejected by the membership of the unions. The union of pressmen, transferrers and provers then decided to demand an eight hour day, and the League withdrew from the alliance of unions. A new association of employing lithographers was formed, with the 'open shop' principle as its cardinal feature. The union of pressmen, transferrers and provers demanded the eight hour day, were refused, and went on strike in all association shops, and some others, on August 2, 1906. On August 12th an 'open shop' notice was posted in the art departments of all association shops, to the effect that any man who worked under it would be understood to have agreed to non-union conditions. All members of the League ceased work at once. All men who went back to work subsequently were required to resign from their union, on a printed form, which was sent to union headquarters by the employers by registered mail, and no man who so resigned was permitted to continue giving financial assistance to his fellows still unemployed, on pain of discharge. The principles underlying the struggle remain unaltered; the employers refusing to employ any union men, and the union men refusing to return to work under non-union conditions. One large association shop withdrew from the Association in January, 1907, and has since been operating as a union shop under agreement with the League. About half of the men at first locked out have been placed at work in independent establishments, to which lithographic work has gravitated, in the inability of the association establishments to handle it."

But to revert to the dispute of the pressmen, transferrers and provers and the lithographic stone and plate preparers. Their strike continued with unabated vigor for nearly ten months, during which period the employers declared that it was not necessary to close their establishments, as they had found a sufficient number of men, some of whom had deserted from their unions, while others were non-members, to keep their plants in operation. In March, 1907, the Lithographers' International Protective and Beneficial Association modified the demand for the shorter working week, suggesting that the weekly labor hours be gradually reduced to 48. It proposed that the men "go back to work at 51 hours, with one hour off January 1, 1908, the 48 hours to go into effect July 1, 1908." The union also designed a five-years' agreement, with a plan for the adjustment of all differences by arbitration, and it provided that "all positions be filled by members of the L. I. P. and B. A., and all vancancies in the

future to be filled by members of that association, unless that association is unable to furnish competent men with reasonable promptness."

A lithographic company in New York City signed this agreement with the local union, which subsequently stated that, although it had positive assurances that the establishment would be conducted under "closed shop" conditions, in accordance with the provisions of the compact, the company had broken the agreement by refusing to discharge non-union employees and re-engage its old workmen. The local union stated that it appealed to the general officers of the international association, that the latter decided in favor of the company and filled the vacant places with members of subordinate associations outside of the metropolis.

While the dispute was impending in the summer of 1906 the State Mediator of Industrial Disputes made an unsuccessful effort to effect an adjustment of the difficulty. A conference was held on August 1st, but as the union committee did not have power to make an absolute agreement, and as the relations between the two parties were so strained nothing could be accomplished by the mediator. Some time after the beginning of hostilities the National Civic Federation offered its services to mediate between the contending parties, but the employers' association declined the proffer. The Lithographic Foremen's Club of New York City also offered to act as intermediary in order to bring about a settlement of the disputed questions, which offer was also refused by the associated employers on the ground that any possibility of a conference ended when the offer of arbitration was extended to the union's national officials in August "and answered by the calling of a strike of our employees." *

* On May 23, 1907, the announcement was made by the Lithographers' International Protective and Beneficial Association that it had been decided by referendum vote to discontinue the strike. Similar action was taken by the International Association of Lithographic Stone and Plate Preparers. Officials of these unions reported that when their members applied for re-employment they were required to affix their signatures to printed forms stating that they had severed their connection with the trade organizations before they could return to work. The metropolitan unions have informed the Bureau that upon the close of the dispute they notified the establishments that had conceded the 48-hour week that they were at liberty to return to the 53-hour rule, but that seventeen of these firms had replied that they preferred to conduct their shops upon the 48-hour basis. In New York City the union of pressmen, transferers and provers reported that it disbursed \$132,813.22 in strike benefits during the pendency of the dispute, and for a like purpose the organization of stone and plate preparers stated that it expended \$24,180. At the cessation of hostilities the employers' association issued a statement saying, among other things, that "the struggle has been waged by both sides with unusual vigor and steadfastness of purpose, and it can be said with all fairness that the union has conducted its side

IV.

NOTES ON INDIVIDUAL DISPUTES.

The following pages contain notes or brief narratives concerning twenty-one disputes, namely, the twenty in which there was personal intervention by a representative of the Bureau of Media-

of the dispute with tactics which are unusual for the latter-day labor union. Little or no violence has marked its progress, and, although the purposes for which the strike was called were unjust and unfair beyond measure, nevertheless the strike has been conducted with methods which have been comparatively clean."

In May, 1907, Johan Haering and August Kurzdorfer, lithographic artists from Germany, landed at the Port of New York and were detained by the immigration authorities on a charge of illegally entering the United States under contract with the American Lithographic Company of New York City, a concern whose workmen were then on strike. Represented by counsel the aliens appeared before a special board of inquiry, consisting of Inspectors Parbury (chairman), Paul and Converse, on May 24 to show cause why they should not be deported under the Alien Contract Labor Law. They admitted that they had come to the United States under contract, but their counsel produced witnesses to show that they were entitled to land on the grounds (1) that they were artists within the meaning of the statute, and (2) that there were not at the time any unemployed lithographic artists in this country. Kurzdorfer testified that he drew small lithographic pictures with a pen on stone, and that for five years he had attended an art school at Nierburg, Germany. Haering testified that he too was a lithographic artist and that he was going to the American Lithographic Company, whose representative had engaged him for one year at a salary of \$35 per week, telling him that there were no lithographers for miniature pictures in the United States. In Germany he stated that he had had twenty years' experience at his trade and received thirty-two marks (\$7.76) per week, which was about the highest wages paid there for that class of work. He said he belonged to a union of his trade in Germany, and that if he had known there was a strike in the United States he would not have come here, it having been represented to him that employing lithographers were unable to secure competent persons to perform the kind of work he was expected to do.

In the interest of the aliens evidence was adduced to the effect that some of the leading European artists had executed works of art on lithographic stones. Several persons gave testimony in behalf of the detained men. Henry W. Kupfer, superintendent of the art department of the American Lithographic Company, testified that the company had but ten lithographic artists when it could use to advantage twenty or twenty-five. The same condition in securing men had existed for three or four years, and that to meet this situation the concern found it necessary to import artists. Early in 1907 it sought information from the Department of Commerce and Labor as to how this could be done, and the Commissioner General of Immigration had instructed the company that it must demonstrate to the immigration authorities that labor of a similar kind unemployed was unavailable in this country before it could enter into contract with alien workmen. Olin D. Gray, President of the Gray Lithograph Company of New York, swore that "we have been utterly unable to get any artists of that character, although for the past three or four years we have tried in vain to secure them in this country. We have repeatedly been compelled to decline to accept orders requiring the high grade of work demanded and had to let them go abroad." He said the highest grade of work paid the largest profits. Witness considered a lithographic artist an artist. A majority of them, he stated, have not had a very thorough training. "I had applied frequently to the union prior to 1906," he continued, "and was told that not a single man, even of the poorest quality, was out of employment, and that we must look elsewhere than the union to fill our requirements." Concluding he testified that he knew there were no lithographic artists to supply the demand, because he had thoroughly advertised for them, sent emissaries to other cities in quest of them, and fruitlessly made efforts of all kinds to secure such men. Replying to a question by counsel for the union he said that a union member would not receive employment unless he resigned from his organization.

The principal witness against the detained aliens was Richard Kitchelt, National President of the Lithographic Artists, Engravers and Designers' League of America, who gave testimony concerning the strike then in progress and presented reasons why the two men should be deported. Mr. Kitchelt, who had had fifteen years' experience as a lithographic artist, regarded the aliens as

tion and Arbitration (cf. tabular summary of these in Chapter I) and the strike of painters and decorators in New York City, which was one of the leading disputes of the year, and in which the strike was undertaken to annul an arbitrator's decision rendered on previous joint submission of the parties.

artisans, not artists. "We do not," he declared, "consider ourselves artists in the sense in which the painter of great pictures would be called an artist, for the reason that a lithographic artist does not create anything. He merely reproduces that which some one else has drawn." The cause of the strike, he said, was the "open shop," which, "as it has been understood by members of the organization, is a shop in which no members of the organization are employed. It means the employment of non-union labor. The American Lithographic Company refused to employ a considerable number of our members who were formerly their employees for the reason that these former employees belong to our organization." Mr. Kitchelt testified that the highest pay of lithographic artists in this country is \$60 per week. Very few get \$50, but a good many receive \$35. Fifty per cent. get more than \$25. His union, he said, had about 960 members, 240 of whom were then out of employment owing to the strike. Relative to stipple artists, men that do the kind of work the aliens who were brought in under contract were expected to perform, he stated that "there are approximately 100 members who do that particular class of work, and an additional number, I should say approximately thirty, who do it incidentally, but not as a specialty. There are 130 men who are capable of doing the work to a complete extent out of employment at the present time. There are more than sufficient artists in the country at the present time to do the lithographic work which the lithographic business requires at the present time; but if the lithographic employers at the present time were to hire the number of workmen which they formerly had and they wished to re-establish the number of workmen in the plants which they formerly had there would not be a sufficient number to supply them. In other words, there would not be sufficient workmen to supply these firms in which there is a strike with their prior number of workmen were they to require all at the present time." Questioned by counsel for the aliens, witness said he was a member of the advisory board of his organization which had issued a circular reading: "The number of those who have been 'scabbed' is only a small percentage of those who were out; and the employers' own figures show that the number of men they lack in the art departments is actually greater than the whole number now out; so that were the strike to be settled to-morrow there would not be enough men to supply all vacancies."

Several witnesses, former employees of the American Lithographic Company, testified that they could do the work required; that they were then on strike and out of employment.

The hearing closed on May 3, when Inspector Paul moved the exclusion of the aliens before the board as coming to the United States in violation of the Alien Contract Labor Law, prefacing his motion with these remarks: "The counsel for the aliens, contending that they are artists, seeks their admission on that ground. I am not satisfied of the fact that they are artists, and there appears to be a vast difference of opinion by men who are employed in like avocations as regards the proper appellation in that connection. If artists, in my opinion, a numerous portion of skilled craftsmen would come under that heading and category. The counsel for the aliens seeking admission contends that like employed persons are not to be found in the United States at this time. There seems to be a preponderance of testimony in support of the contention of the union to the effect they have men who are at this time out of employment, capable of doing the class of work expected and demanded of these aliens. Therefore, not being satisfied with the contention of the aliens, by counsel, that they are artists, and believing that there are men of this class of craftsmen unemployed in the United States at the present time, I feel justified in moving their exclusion." This motion was unanimously carried, and Haering and Kurzdorfer were ordered deported. From this ruling they appealed to the Secretary of Commerce and Labor, who to obtain a ruling, submitted the record in the case to the Department of Justice. On June 18th the Attorney-General rendered an opinion favorable to the aliens, and Assistant Secretary Laurence O. Murray, of the Department of Commerce and Labor, on June 19th notified the Commissioner of Immigration at Ellis Island that "the Department accordingly sustains the appeal of said lithographers and directs that they shall be formally landed."

Following is the text of Attorney-General Bonaparte's opinion:

"It appears from the testimony taken at the hearing that the aliens in question, August Kurzdorfer and John Haering, are lithographic artists and natives of Germany who are coming to this country in pursuance of a contract of employment entered into by them with the American Lithographic Company of New York. The company, through an agent abroad, prepaid their passage and agreed to employ them for a period of one year at a stipulated weekly salary.

"Unless saved by an excepting clause, or a proviso, this contract is squarely within the prohibition of the statutes referred to. While this was not denied by

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AMSTERDAM LATCH NEEDLE KNITTERS.

On May 17 the latch needle knitters in several of the Amsterdam knitting mills went out on strike for an increase in wages of 2½ cents per hour, or from \$1.50 to \$1.75 per day. The strike actually started in the mill of the Blood Knitting Company but

the appellants, it is insisted in their behalf that, under the first proviso of section 5 of the act of February 25, 1885 (supra), and the second and third provisos of section 2 of the act of March 3, 1903 (supra), they should be admitted.

"The material part of section 5 of the act of 1885 reads as follows: 'Provided, that skilled labor for that purpose cannot be otherwise obtained; nor shall the provisions of this act apply to professional actors, artists, lecturers, or singers, nor to persons employed strictly as personal or domestic servants.'

"Unless then it can be shown that these aliens are artists within the meaning of the statutes, or that skilled labor of like kind unemployed cannot be found in this country the appeal must be dismissed. A decision upon either point in favor of the aliens would entitle them to admission.

"As the appeal should clearly be sustained on the second ground upon the evidence submitted, I deem it unnecessary to determine whether the appellants are artists.

"On the former point the evidence is so free from contradiction that were the case being tried by a judge and jury the court would be obliged to direct a verdict for the aliens. Their counsel at the hearing before the Board of Inquiry called officers of five different lithographic companies to testify to the scarcity of lithographic artists in this country. Henry W. Kupfer, Superintendent of the art drawing department of the American Lithographic Company, testified that he had been for four years in charge of that department, and that during all that time part of his duty had been to hire lithographic artists; that while his company could use to advantage twenty or twenty-five artists, it had only ten. He further testified that for three or four years there had been the same difficulty in securing men to do this work. It also appears from his testimony that the company in the belief that to meet this situation it was necessary to bring men in from abroad, applied early in 1907 to your department, to know how this might be done. The Commissioner General of Immigration suggested that before any steps were taken looking to the importation of labor, it was advisable to demonstrate to the satisfaction of the authorities that no labor of like kind unemployed was available in this country. In accordance with his suggestions advertisements were inserted three times a week for four weeks in twelve newspapers of general circulation in the eight cities where it seemed most likely that lithographic artists could be secured. There were thirty-two answers to these advertisements. No personal applications were made, and the company did not secure a single lithographic artist as a result of its efforts. The reasons why none of the thirty-two who communicated with the company were selected are clearly and satisfactorily explained in the record you have submitted for my consideration. The company thereupon entered into contract, above referred to, with Kurzdorfer and Haering, informing the Commissioner General of Immigration of the fact, and of the date upon which the aliens would reach New York in order that a test case might thus be made.

"Olin D. Gray, President of the Gray Lithograph Company, testified that he had been for twenty-two years in the business, and that for three or four years past he has been unable to get a sufficient number of lithographic artists, and as a result has been repeatedly forced to decline to take orders requiring a high grade of workmanship. These orders have then been placed abroad. His company had advertised in every eastern paper and had applied to the National Lithographic Artists, Engravers and Designers' League, the trades union of the craft, without getting relief. Mr. Gray further testified that he had sent emissaries to different cities in the United States to secure men, without getting relief. While he admitted his unwillingness to employ union men he testified that there were no union men unemployed to do the work he wanted.

"J. L. Ketterlinus, President of the Ketterlinus Lithograph Manufacturing Company, testified that he had been unable to secure the number of lithographic artists he needed for five years back.

"W. F. Powers, President of the W. F. Powers Lithograph Company, testified that he had been obliged to refuse work because he could not get men.

"C. W. Frazier testified to the same effect.

"All of these witnesses swore that the demand for high grade lithographic work was constantly increasing in this country. The work, however, has been going abroad because the lack of skilled lithographic artists, according to the statements of these witnesses, prevents its being done in this country.

"Counsel for appellants has also put in evidence a report of the Bureau of Statistics showing that the value of lithographic importations has increased from under \$950,000 for the fiscal year ending June 30, 1898, to approximately \$2,700,000 for the last fiscal year. This development has been gradual and steady, every year showing an increase over the year before, and the figures for the first nine months of the current fiscal year show a still further increase.

quickly spread to the others and was extended after the 17th so that within a day or two all of the knitting mills in Amsterdam were involved, all of the knitters, to the number of 250, being on strike. Their suspension of work gradually affected other departments of the mills until finally about 1,200 other

"This testimony as to the scarcity of labor is practically uncontradicted. Counsel for the Lithographic Artists, Engravers and Designers' League attempted to show that the difficulty in securing men was due to a strike, which had been declared in August, 1906. This idea is negatived by the statements of the witnesses above referred to, to the effect that the shortage existed for several years prior to the time the strike was declared. Nowhere in the record is there a scintilla of evidence even tending to contradict this.

"Richard Kitchelt, President of the National Lithographic Artists, Engravers and Designers' League, testified that there were about 240 members of his organization unemployed in the United States and that this was a sufficient number to fill all vacancies and to meet the demands of the lithographic business. Counsel for the aliens then put in evidence a circular issued, with the knowledge of Mr. Kitchelt by the National Advisory Board of the Lithographic Artists, Engravers and Designers' League, of which he admitted he was the head, which ran in part as follows: 'The employers' own figures show that the number of men they lack in the art departments is actually greater than the whole number now out, so that were the strike to be settled to-morrow there would not be enough men to fill all vacancies.'

"In view of this statement with his authority by a board of which he was the head, his testimony to the contrary is entitled to but little weight.

"I, therefore, advise you that the record you have submitted shows beyond any reasonable doubt that there are not in the country at this time a sufficient number of lithographic artists employed and unemployed to meet the demands of the business. The decision of the Board of Special Inquiry should, therefore, be reversed and the aliens admitted."

President Samuel Gompers, of the American Federation of Labor, has entered an emphatic protest against the foregoing opinion of Attorney-General Bonaparte. Mr. Gompers writes in the *American Federationist* for August, 1907, that "this case is of great importance to all labor. The law enacted to protect the American standard of life of our workmen from being undermined by contracting and bringing to this country strike-breakers to defeat the honest and just aspiration of America's toilers, will not be permitted to stand without most emphatic protest. The opinion of the Attorney-General is far-fetched and entirely out of harmony with the spirit and purpose of the Anti-Allen Contract Labor Law. The law will be upheld and if necessary made more effective." President Gompers declares that, although the Lithographic Artists, Engravers and Designers' League of America "is unaffiliated with the American Federation of Labor, we believed that the matter involved the interests of all labor, and therefore determined to act in the matter. We intended to confer with the Secretary of Commerce and Labor in regard to it, but Mr. Straus had already gone on a tour of inspection of the principal Pacific coast immigration stations. We had an engagement with Secretary of War Taft to bring to his attention certain other labor grievances and incidentally related to him the Attorney-General's opinion and the evil results which would inevitably follow should it be permitted to stand. He suggested we write him all the facts in the case, which, with the assistance of President Kitchelt, we immediately did in the following letter:

"Office of the American Federation of Labor,
"Washington, D. C., July 2, 1907.

"Hon. William H. Taft,
"Secretary of War,
"Washington, D. C.

"Sir: During the interview with you to-day, I called your attention to the opinion rendered by the Attorney-General in the case of two aliens, August Kurzdofer and John R. Haering, and under which the decision of the Board of Special Inquiry at Ellis Island, for the deportation of these men, was reversed and their landing ordered.

"I only learned of this case a day or so ago. The Secretary of Commerce and Labor, Hon. Oscar S. Straus, is not in the city, and as I learned he is out on a tour of inspection of the Pacific coast, I therefore could not avail myself of bringing the matter to his attention. After briefly reciting the case to you, I asked your advice in regard to the matter, and you suggested my writing to you upon it, and which I promptly do as follows:

"It appears that two aliens by the names of August Kurzdofer and John R. Haering, lithographic stipplers, were detained at the port of New York and ordered deported by the decision of the Board of Special Inquiry as workmen imported under contract by the American Lithographic Company. The case was appealed to the Secretary of Commerce and Labor, who referred the matter to

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employees were rendered idle. A representative of the Bureau of Mediation and Arbitration visited Amsterdam to investigate the dispute and tendered the services of the Bureau to the parties but without their being accepted. On May 21 a meeting of the employers was held, after which Mr. Blood of the Blood Knitting

the Department of Justice, and an opinion was rendered by the Attorney-General, of which the enclosed is a copy, and marked 'Exhibit A.'

"Acting upon this opinion, the Commissioner of Immigration, Mr. Robert Watchorn, at the port of New York, admitted the two allens and addressed a letter to Mr. Richard Kitchelt, of which the enclosed is a copy, and marked 'Exhibit B.'

"We contend that the opinion rendered, and upon which the decision for the landing of these two allens was reached, is not in accordance with the law, with the facts in the case, nor with the evidence submitted and adduced before the Board of Special Inquiry at the port of New York.

"The opinion and decision is based on the exception in the Allen Contract Labor Law, which permits the importation of skilled labor under contract 'when labor of like kind can not be found unemployed in the United States.'

"There were at the time these two lithographic stipplers were imported, there were for many months previous thereto, and there have been ever since, upwards of 240 lithographic artists unemployed in the United States whom the American Lithographic Company refused to employ, solely because they are members of a union. Many of these 240 lithographic artists are as highly skilled as the two allens in question. They are '*Labor of a like kind*,' and *they are unemployed*.

"Of this large number of unemployed the decision takes no cognizance, although their existence was not controverted at the trial before the Board of Special Inquiry.

"We can hardly believe it is the purpose of this decision to establish that membership in a trades union nullifies the standing of workmen under the law as '*labor of like kind unemployed*.' It is our understanding that the intent and purpose of this exception to the Allen Contract Labor Law is to provide for the admission of skilled workmen for newly established industries, or for industries which have grown with a rapidity in excess of the possibility of educating workmen in sufficient numbers to supply the requirements for skilled help.

"If it is the purpose of this decision to ignore as '*labor of like kind unemployed*' union members whom employers refuse to employ solely because they are members of a labor organization, the law has been given a new interpretation. We desire to ask, is this the interpretation of the law it is the intention of this decision to establish? A positive answer to this specific question is greatly desired.

"But if the decision merely intends to imply that it was not established at the trial that there were not workmen sufficient for the needs of the American Lithographic Company unemployed, regardless of union affiliation, then we beg leave to call attention to various portions of the evidence submitted to the Board of Special Inquiry showing that there were large numbers of union lithographic artists unemployed, and that this evidence was not refuted.

"Mr. Kupfer, one of the superintendents of the American Lithographic Company, testified that his concern, which was the one which was attempting to import the allens, could use only 10 or 12 additional lithographic stipple artists (see minutes of Board of Special Inquiry, part 5, page 27).

"Mr. Kitchelt for the protestants testified that 240 men, of whom over 100 were stipple artists, specialists at the particular class of work the two allens were imported to do, were unemployed (see minutes, part 2, pages 12-13). This testimony of Mr. Kitchelt remained unrefuted throughout the hearing.

"The advice of the Attorney-General on the appeal, however, cites a paragraph which appeared on a typewritten sheet alleged by counsel for the allens to be a copy of a circular the 'National Advisory Board' of the lithographic artists' 'league' had issued as rendering Mr. Kitchelt's evidence of the number of lithographic artists unemployed 'of little weight.' The paragraph in question read as follows:

"'The employers' own figures show that the number of men they lack in the art department is actually greater than the whole number now out, so that were the strike to be settled tomorrow, there would not be enough men to fill all vacancies.'

"Without discussing the authenticity of this alleged copy of a supposed circular, or the question of the value of a circular issued to encourage union men on strike, in comparison with sworn testimony, we submit that the statement above quoted does not in any way contradict Mr. Kitchelt's testimony of the number of unemployed, nor does it have any bearing on the question at issue.

"The American Lithographic Company alone, not all of the lithographic firms in the United States, was endeavoring to import additional lithographic artists. Mr. Kupfer, representing the American Lithographic Company, testified that that concern needed only 12 additional lithographic artists. How many the other lithographic concerns might need can not enter into the question.

Company met a committee of the strikers, who were unorganized save for a temporary organization effected after the strike began. Mr. Blood stated that the manufacturers were unwilling to increase the existing rate for time work but suggested that piece work be substituted for time work, in which case the manufac-

"It is fully established that the number of lithographic stipple artists required by the American Lithographic Company existed ten times over unemployed in the United States."

"Whether there would be sufficient lithographic artists for all the lithographic employers in the United States if all of them at once sought to re-employ all the men they had locked out does not enter into the question at all. But, even if it did, such a proposition would involve mere guess-work, and it would be impossible to determine positively, until all lithographic artists had actually been employed, whether there were sufficient in the United States to do all the work that existed to be done. So long as one competent man remained unemployed and willing to work, the exception to the law would remain without bearing on the prohibition against importing alien labor under contract. But the American Lithographic Company wanted only 12 men, and there were 100 'workmen of like kind unemployed in the United States' from which to draw."

"The American Lithographic Company attempted to import two stipple artists. At the hearing before the Board of Special Inquiry four unemployed, first-class stipple artists, namely, Chas. Wagner, August Schroeder, Frederick Harder and Herman Kaufman, were placed upon the witness stand. All four of these men testified that they had been employed upon and were capable of doing first-class stipple work, and samples of the work of the first three of them was placed in evidence; their ability as lithographic stipple artists was not challenged."

"All four testified that they were unemployed and that they desired employment."

"All four of these witnesses also testified that to their personal knowledge there were at that time many first-class lithographic stipple artists unemployed (see minutes, part 3, pages 13, 16, 17, 18, 19, 20, 22 and 29, and part 4, pages 1 and 7). There was no testimony presented in refutation of the statements of these witnesses regarding the number of first-class lithographic stipple artists unemployed in the United States, nor of their testimony that they themselves were unemployed, desired employment, and were capable of doing the kind of work the two aliens had been imported to do."

"In view of the testimony of the four men, it surely can not be contended that there were 'no workmen of like kind unemployed in the United States' to do the work the aliens were imported to do. There was no evidence whatever presented before the Board of Special Inquiry to show that the aliens could perform a higher class of work than the four witnesses previously referred to, or than the numerous other lithographic stipple artists it was testified were unemployed. Indeed, there was none offered to show that their work was of even as high a quality. The testimony showed only that the two aliens made miniatures on stone with a pen, a process technically called lithographic stipple work (minutes, part 2, pages 1 and 11). They were shown to be, on no evidence but their own testimony, simply lithographic stipple artists; and that there were many such unemployed was amply shown."

"We submit that the testimony offered by certain of the employers that there was a shortage of workmen at various times prior to the beginning of the 'strike' in August, 1906, has no relevancy whatever to the case in hand. The question at issue is, were there any unemployed at the time the two aliens were imported?"

"It may not be amiss to give a brief account of the cause of the contest between the lithographic artists, engravers, and designers' 'league' and the national association employing lithographers, which was inaugurated nearly eleven months ago. The employers were the sole aggressors, and though the contest is generally known as a strike, it was indeed a lockout without any cause or provocation, and without any purpose other than to destroy the organization of the workmen; while the men have maintained the struggle for this long period for no other reason than to preserve their right to belong to any lawful organization of their choice."

"Of course, beneath the employers' desire to destroy the union, very probably lies the deeper motive of wishing to be free to reduce wages; and beneath the workmen's struggle lies their desire to protect themselves from the wage reductions and undesirable working conditions. Yet it is certain that the injustice of the attack had as much to do with the fight the workmen have made as any material advantage they expect to derive from it. For, despite the sordidness of our age, it remains true that men will often sacrifice more for principle than for dollars."

"The attack upon the union was regarded as particularly outrageous by the men for the reason that they were operating in perfect harmony with the employers, had made no demands and did not contemplate making any. Indeed, the league never has, since its organization in 1901, made any demands whatever on the employers, although it had been compelled to defend itself from a similar attack in 1904, which it successfully resisted after four weeks' contest."

turers would pay the same prices as prevailed in the other knitting mills of the Mohawk valley. The committee of employees appeared to favor this proposition but when it was submitted to a meeting of the strikers it was voted down.

Meanwhile representatives of the strikers visited other mills in the Mohawk and Hudson valleys and found that the prevailing

"About August 12, 1906, the date varying in different cities, the employers in the association posted 'open shop' notices in their art departments, stating that all men who remained at work would be considered to have accepted its conditions. But they went even further than this. They had resignation blanks printed, and every man who applied for work was required to sign one in duplicate, and the employer himself sent it to the union officers by registered mail.

"Naturally, no worker with a spark of manhood in his being would submit to such tyranny. The men believed that among the fundamental principles of American liberty was the right to organize, and they refused to sign away their liberty and their rights for a job. They saw the employers organized; they demanded the same right for themselves, and they refused to sign themselves into slavery and degradation.

"No attempt was made to import lithographic workmen until eight months after the strike began, during all of which eight months there were from 500 to 250 lithographic workmen unemployed in the United States. How many were unemployed nine or ten months previously does not affect the question. It is notable, however, in this connection, that only one employer, Mr. Gray, admitted having advertised for first-class lithographic artists prior to the beginning of the 'strike' in August, 1906, and he testified that he had advertised only once (minutes, part 5, page 20). Mr. Gray also testified that no effort was made by the lithographic employers to import lithographic artists prior to the beginning of the strike (minutes, part 5, p. 21). Does not this suggest that it was the unwillingness to employ union men, rather than any dearth of workmen, that induced the advertising and attempts to import, only after the strike began, when there were several hundred more men unemployed than was the case before?

"Several of the employers testified that they would not employ lithographic artists who were members of a trade union, regardless of their ability as skilled workmen (see minutes, part 5, pages 8-6-22 and 27).

"Mr. Kupfer testified that he had been instructed by the American Lithographic Company not to employ any lithographic artists who were union members.

"It is admitted that the very essence and purpose of the provisions of the Immigration Law, commonly known as the 'Anti-Contract Labor Law,' contemplated covering just such cases under discussion. If the opinion of the Attorney-General and the decision thereunder is upheld, then all that will be necessary in the event of contest between the employers and workmen, is for one of them, at a time to bring laborers and workmen here, under contract, and the showing that American workmen refuse to accept employment under conditions that constitute an invasion of their rights, and it will constitute proof that there are not sufficient workmen here, 'of like kind.' The alien contract laborers can then be brought here in unlimited numbers and the aims, purposes, and plain reading of the law will be nullified.

"Having an intimate knowledge of the purpose of those who sought the enactment of the Anti-Alien Contract Labor Law, as well as those who advocated its passage in Congress, and having full information of the purposes of this legislation since, I have no hesitancy in expressing the conviction that the opinion and decision rendered in the cases in question are repugnant to and perverse of the legislation upon this subject.

"It is quite evident that in this case the American Lithographic Company ignores the 'supply' of lithographic stipplers and lithographic artists, and undertook to import workmen, not because of their particular skill, but because they were non-union workmen; and that the real reason for the importation of these alien laborers under contract, was to break a strike and destroy a union of workmen. If this company would not make it a condition that the men shall leave the lawful organization of which they are members, as a condition precedent to their employment, it could secure ten times as many workmen as it requires, unemployed in the United States.

"It is contended that the existing alien contract labor law was not intended to provide employers with the means to bring in foreign laborers under contract, for the purpose of destroying a union of workmen.

"When it is borne in mind that there are now more than a million aliens coming to our shore annually and when the general trend of the best judgment is for some better restriction or regulation, it seems almost revolting to the conscience that a new, far-reaching and dangerous interpretation should be given to a law specially designed to, in a measure, protect the American workmen from methods and influences calculated to be injurious to their progress and welfare.

"Very respectfully yours,

"Samuel Gompers,
"President American Federation of Labor."

system of payment therein was by the piece or weight and that where time work was in vogue the daily wages were no higher than in Amsterdam, where time work was universal. Apparently as a result of their investigation the two parties, in spite of considerable difficulties in the way of conciliation on account of the lack of organization on both sides, finally came to an agreement that piece work should be given a trial with rates based, according to quality of material, on those paid in competing mills. Pursuant to this arrangement work was generally resumed before June 1 with the understanding that after a trial of the new system until June 10 there should be a permanent adjustment of piece prices. It was the expectation that under the new system the more experienced or diligent employees by operating more machines would be able to earn more than they had been able to under the time system.

BUFFALO AND NORTH TONAWANDA BOILER MAKERS.

About December 1, 1905, Buffalo Local No. 7 of the Brotherhood of Boiler Makers and Iron Shipbuilders, through its business agent or shop committees, presented to the individual boiler manufacturers of Buffalo and Tonawanda, all of whom were members of the Buffalo Boiler Manufacturers' Association, a working schedule to go into effect January 1, 1906. This schedule proposed to continue existing conditions except as to wages, which were to be increased from 30½ cents to 35 cents an hour for regular time with an advance of the overtime rate for old work to double time, the overtime rate on new work to be time and one-half.

The ten firms to whom the schedule was presented referred it to their association, which decided to refuse the increase in wages asked for, and as a result all the boilermakers in the employ of the ten firms struck on January 1 to enforce the schedule. The reports from the two parties differ somewhat as to the numbers involved in this dispute. According to the employers, 167 boilermakers struck and 267 others were thrown out of work, while the union reported 150 on strike and 100 others indirectly affected.

A representative of the Bureau of Mediation and Arbitration held several conferences with the secretary of the employers'

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association and with the business agent of the union but was unable to arrange a conference between the parties owing to the reluctance of each to make any overtures to the other. A settlement directly between the parties occurred in the case of one firm employing 5 boilermakers and 2 others on January 8 on the basis of an advance of wages from 26 to 30 cents per hour, this firm, owing to the character of its work, having been paying less than the prevailing union rate. The strike elsewhere continued until February 8, when, through the initiative of the employers' association, a conference was held which resulted in a settlement for all but one firm, a compromise rate of 34 cents per hour being agreed to except for one establishment, where old work was to be 34 cents but new work 33½ cents. Finally, on February 26, a settlement in the one remaining firm was effected on the same basis. In all the settlements the overtime rate as demanded by the union was accepted.

BUFFALO AND NIAGARA FRONTIER CAR WORKERS.

On June 12th about 260 men employed at Buffalo and West Seneca by the L. S. & M. S. Ry. Co. as car workers, which term includes car builders, repairers and inspectors, went on strike. On June 26th about 1,100 men employed by the N. Y. C. & H. R. R. R., in similar occupations at Buffalo, Tonawanda and Niagara Falls, and about 70 men employed by the N. Y. C. & St. L. Ry., at Buffalo, also struck.

This strike, which at first appeared was to have been general on the L. S. & M. S. and N. Y. C. & H. R. R. R. systems, was the outcome of the failure of the officials of aforesaid railroads and the representatives of the Car Workers' International Union to agree on a working schedule or trade agreement which had been the subject of several conferences between the representatives of the employing corporations and the union. The principal demand of the union was for a general increase of 20 per cent in existing wage rates.

The first actual stoppage of work by strike occurred at Collinwood, Ohio, followed by Buffalo and the Niagara Frontier as outlined above. During the progress of this strike persistent rumors were circulated to the effect that the men employed at Syracuse, Albany and New York by the N. Y. C. & H. R. R. R. would join in the strike.

During the progress of the strike several conferences were held between the officials and committee representing the men on strike, without result, so that it had become apparent that neither party would sufficiently compromise its premises so that a settlement could be effected.

As soon as this Bureau became aware that a strike existed and satisfied that negotiations had been discontinued or practically broken off, and that a serious effort was about to be made to import men to fill the places of the men on strike, Deputy Commissioner Lundrigan began an inquiry and investigation, and finally succeeded in reopening negotiations which led to a formal conference between the general officers of the mechanical departments of the railroads affected, the joint committee of the Car Workers' Unions representing the various trades and occupations of the men on strike, and Mr. Lundrigan. During this conference a proposition was submitted to the representatives of the employers, to the effect that, instead of the proposal that time and one-half be paid for Sunday and holiday work, which the union had already rejected, the amount of money which would actually be required to carry out this proposition be devoted to giving a general pro rata increase in wages in the territory affected by the strike; it being officially stated by the corporations' representatives that the amount involved would approximate between \$25,000 and \$30,000 per year increase in the total payroll. This proposition was agreed to for the railroads by their representatives, and after considerable discussion the union committee agreed to report it to a joint mass meeting of the local unions on strike and recommend its acceptance; it being also understood that if the proposition was accepted, all of the men on strike were to return to their former employment, and that a committee selected by the union would collaborate with the proper officials of the employing railroads in properly distributing and adjusting the increased compensation.

The recommendation of the committee was adopted by the joint meeting, and the strike terminated, the night force reporting for duty Saturday night, July 7th, the men whose duties required them to work on Sunday reporting the following morning, and the full regular force returning on Monday morning, July 9th.

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BUFFALO ELECTRICAL WORKERS AND BUILDING TRADES.

On March 31st, owing to alleged discrimination against members of the Electrical Workers' Union No. 41 by the Robertson Electrical Company, about 90 men employed on the construction of the Chamber of Commerce building, including carpenters, ironworkers, hoisting engineers, plumbers and steamfitters, went on strike. The bricklayers remained at work until April 5th when they, to the number of 25, also went on strike, thereby rendering idle about 40 laborers.

The trouble arose over a contention by the Electrical Workers' Union that the Robertson Company discriminated against its members to the extent of refusing to pay them the same compensation as is paid to other electrical workers in its employ, in fact fixing a rate of \$2.80 per day for members of the union and \$3.20 per day for members of another employees' organization known as the Electrical Workers' Association, thereby practically putting a premium on non-membership in the Electrical Workers' Union, which is a part of the international organization and affiliated with the local trade unions, and encouraging membership in the Association, which is a purely local organization not affiliated with the other local trade unions. Hence the strike by the other trades was really of a sympathetic or protective character.

The Bureau of Mediation and Arbitration tendered its services in this dispute, but before there was opportunity to do more than make a general inquiry it developed that negotiations for a settlement were being conducted by the business agent and executive committee of the United Trades and Labor Council and representatives of the Builders' Exchange, which resulted in a settlement of the strike whereby all of the men returned to work April 16th. The details of the settlement were not made public but it is understood that there was a formal understanding and agreement that there would be no further discrimination against the Electrical Workers' Union or its members.

BUFFALO FOUNDRYMEN.

The problem of settlement in this five months' dispute which involved 25 machinery and jobbing foundries and 1,000 workmen in Buffalo and vicinity, was complicated by two characteristic

difficulties in such work. In the first place, although the primary object of the strike was an increase of wages, a question upon which experience shows that some kind of compromise is comparatively easy, the efforts after employers to introduce non-union men into their establishments soon brought the "open shop" question into the controversy, an issue upon which, from the unionists' point of view, there can scarcely be any compromise. In the second place not only were both parties to the dispute strongly organized locally, but each side was affiliated with strong national organizations which, as the result of simultaneous disputes in a number of localities throughout the country, had become involved in a more or less general trial of strength, in which the Buffalo controversy among others, through active assistance from both national organizations, took on the character of a test case.

A representative of the Bureau of Mediation and Arbitration repeatedly intervened in Buffalo and on one or two occasions succeeded in bringing about conferences of representatives of the parties for certain branches of the foundry industry. But all such efforts served chiefly to bring out the attitude of determined opposition on both sides and no settlements were effected.

In its final outcome this dispute had much the character of a drawn battle. In about one-half the foundries affected settlements with individual employers on the basis of a compromise advance in wages were made during the summer, but in the others the "open shop" was continued as a permanent policy, the employers reporting that early in October their foundries were being successfully operated on that basis.

BUFFALO GARMENT WORKERS.

On March 5th about 20 pants makers in the employ of the English Woolen Mills went on a strike on account of the discharge of a workman who was a member of the Industrial Workers of the World. The reason given for the discharge of this workman was the refusal of the members of the United Garment Workers' Union to work with members of the Industrial Workers' organization which was, in the city of Buffalo, a new organization largely made up of members or former members of the United Garment Workers, in many cases the members belonging to both organizations.

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Within a day or two this movement developed into a general strike of the members of the Industrial Workers involving about 200 people in six establishments.

The movement only had the effect of reducing the working force in the factories affected, as the organization ordering the strike embraced only one-seventh of the employees in the trade in Buffalo, the balance being members of the United Garment Workers of America, who have a working agreement with the Clothing Manufacturers' Association, of which all of the employers affected were members.

After the general strike had been inaugurated, the demands of the strikers were elaborated to the extent of requiring the trade employment bureau maintained by the employers' association and the use of the United Garment Workers' Union label on the manufactured product to be discontinued.

A representative of this Bureau made an investigation and tender of services to the representatives of both parties to the dispute. But as the investigation demonstrated, the strike was in reality a contest between two organizations of wage workers and the question at issue such that no compromise could be made, nothing in the way of conciliation could be applied.

About March 15th the District Council of the United Garment Workers submitted a set of propositions or demands to the strikers which in brief provided for the re-instatement of former members and the taking into that organization, conditionally, of those who were not members at the time of the strike, thereby dissolving the Industrial Workers' organization, those availing themselves of this proposition to be given employment under the conditions of the existing agreement between the United Garment Workers and the manufacturers' association. Within a short time all of the strikers availed themselves of this proposition and the strike terminated.

GREAT LAKES MARINE AND TRANSPORT WORKERS.

On May 1st a general strike of affiliated unions was inaugurated by the International Longshoremen, Marine and Transport Workers' Association against the Lake Carriers' Association on the Great Lakes, which was especially effective on Lake Erie. The direct cause of the dispute was (1) the refusal of the Lake

Carriers' Association to recognize or treat with the Pilots' and Mates' Association, an organization composed of mates and pilots and affiliated with the Longshoremen's Union, and (2) a demand for a ten-hour day for dock workers. The effect of the strike was practically to suspend navigation under the control of the Lake Carriers' Association especially in the grain and ore carrying trades. Passenger and package freight traffic was maintained except for interruptions or delays caused by congestion of ports incidental to the strike.

All negotiations and executive acts in connection with this dispute were conducted by the executive department of the associations involved at the ports of Detroit and Cleveland and were therefore outside of the jurisdiction of this Bureau. A series of conferences were held at the above mentioned cities between executives of the contending forces, resulting in the strike being declared at an end at a conference held at Cleveland on May 9th. In this determination the question of recognition of the Pilots' and Mates' Association was eliminated. It was understood that the question of regulation of working time of longshoremen and other details were to be settled by the conference then in session at a later date, work to be resumed in all departments forthwith (May 10th), making the actual suspension of work nine days.

The effect of the strike upon this State was most serious at the port of Buffalo, at which point the percentage of boats detained and the number of marine and auxiliary work-people rendered idle was greater than at any other of the great lake ports.

The result of the conference subsequent to the resumption of work appeared to be satisfactory to all of the interests involved except the marine firemen who carried their objection to the extent of taking a referendum vote of the membership on the question of again going on strike. The firemen decided against a strike and on June 7th their delegates signed agreements for the season with the representatives of the Lake Carriers' and Lumber Carriers' Associations. According to press dispatches the wage scale of 1905 was adopted and other working conditions remained practically as before.

HUDSON RIVER BRICKMAKERS.

THE GENERAL DISPUTE OF MAY, 1906.

The highly prosperous condition of the brick industry in 1906 was revealed by a further advance in the New York City price of building brick over the high prices of 1905. Until recent years Hudson River brick sold for \$5 per thousand, whereas it has sold this year at \$10 a thousand,—an increase of fully 100 per cent. The inevitable result was a demand for better wages, which had not changed for years until the advance of 1905. In order to secure concerted action the workmen organized branches of the International Brick, Tile and Terra Cotta Workers' Alliance. Last year a local union of this association was formed at Fishkill, and prior to the opening of the season of 1906 the movement gained rapid headway under the guidance of Messrs. Charles Hank, the president of the Alliance, Herman Robinson, an organizer of the American Federation of Labor, and other leaders. At the end of March there were nine local unions in the district with an aggregate membership of 3,780 workers, distributed as follows:

ALBANY COUNTY:		ROCKLAND COUNTY:	
Coeymans	300	Haverstraw	1,500
COLUMBIA COUNTY:		ULSTER COUNTY:	
Hudson	200	East Kingston	500
Newton Hook	380	Glasco	225
GREENE COUNTY:		Kingston	400
Catskill	150	Port Ewan	75

There was already in existence prior to 1906 an organization of brick manufacturers, the Association of Hudson River Brick Manufacturers, which had been maintained chiefly for purposes of joint action with reference to prices and market conditions.

For the season of 1906 the union demanded, in addition to an increase of 10 cents per day in wages, a ten-hour day, limitation of the day's "stent" of brick, and that all employees should be members of the union, these demands being embodied in the following proposed agreement:

WORKING RULES AND SCALE OF WAGES FROM MAY 1, 1906, TO MAY 1, 1907.

22,000 shall be considered one-half day's work for single machine gangs.

33,000 shall be considered one-half day's work on machines where one and one-half gang of men are employed.

The minimum scale of wages shall be 10 cents per day increase over last year's wages paid.

All men employed at kiln for one-half night shall receive \$1.25 for such work.

Boatmen shall receive \$40 per month and board and shall do no other work.

Ten hours shall constitute a day's work for all men, with one-half hour for breakfast, and one hour for dinner.

All men employed in the manufacture and handling of brick shall become members of the International Brick, Tile and Terra Cotta Workers' Alliance.

Signed this day of May, 1906.

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The demand for an increase in wages was conceded by the employers to be fair and practically all of them were paying the increase before the dispute culminated in a strike. There was a controversy, however, as to the output per machine, the men claiming they could not get out more than 22,000 brick per day without exceeding ten hours, while the manufacturers claimed the men could turn out as high as 23,500 per day, within the ten hours, and protested against what they termed "restriction of output." The one great point, however, about which the dispute finally centered was the recognition of the union. Upon this the men insisted, but the employers were equally emphatic in refusing it and in declining to deal with the union in any way.

The union finally determined to institute a general strike on May 9 to enforce the demands. On May 7 the threatened strike was brought to the attention of the State Bureau of Mediation and Arbitration and on the same day a representative of the Bureau went to Kingston, the headquarters of both union and employers, to endeavor to prevent the strike. The Bureau's representative succeeded in persuading the union to postpone the strike for several days in order to give him an opportunity to try and arrange a settlement. But all his efforts in this direction, continued for a week in Kingston and vicinity, proved unavailing owing to the persistent refusal of the employers' representatives to meet those of the union in conference, and the strike was begun on May 15th.

Exclusive of the Coeymans and Fishkill districts, where there were really separate strikes, the former of which is fully

described below, the strike was conducted with practically no violence, the union holding its men well in check in this respect. Including the Coeymans dispute there were, all told, about 4,800 men on strike. Between settlements with individual employers, defections from the strikers' ranks and return of the men to work in some localities with the tacit consent of the union because of the men's destitute condition, about 1,500 of the strikers had resumed work by June 1, leaving about 3,000 still out. No effort was made by the employers to replace the strikers with new hands, and they simply let the yards lie wholly or partially idle, asserting their conviction that the men would return to work of their own accord.

On the first day of June the representative of the Bureau of Mediation and Arbitration again approached the executive committee of the employers' association in Kingston, with the suggestion of a conference with the union's representative who was on the ground. The employers again declined to meet or confer with the union, however, asserting that the strike was broken and that many of them were prepared to open their yards on the following Monday, drawing their employees from the ranks of the strikers whom they were entirely willing to take back without discrimination as to their affiliation with the union. The State's representative found by personal investigation that the yard of the Hutton Company in East Kingston was actually in operation on June 1 with ten machines and about 250 men, all of whom, according to the company, were former employees who had gone out at the time of the strike.

The end of the general strike came on June 4 when at a union meeting it was decided to return to work in all of the yards except those of the Hutton Company and Brigham Brothers at Rondout and East Kingston, which were placed on the unfair list. At least one of these yards, however (that of the Hutton Company), as above noted, was already running nearly, if not quite, full-handed on June 1.

The union reported that the strikers' loss in wages during the strike amounted to \$8,000 per day. The employers placed their daily loss in profits at \$25,000 on the basis of the prices prevailing at the time of the strike, but claimed that as a result of the

reduction in the supply of brick caused by the suspension of work, they would be able to maintain the prices which prior to the strike had threatened to fall and that, therefore, the strike in the end would cost them nothing, and in fact that it would prove a distinct advantage rather than a detriment to them.

THE COEYMANS STRIKE.

The strike at Coeymans was in the main a separate affair, though for the same objects as those farther down the river, and is conspicuous on account of the rioting and calling out of the military which occurred in connection with it.

On April 2d, the day set for opening the yard, a committee from the newly organized Coeymans branch of the Brick, Tile and Terra Cotta Workers' Alliance made a verbal demand upon the Sutton and Suderley Brick Company for recognition of the union. This the company refused, with the result that the opening of the yard for the season was delayed for four days by refusal of the men to work; but on April 6th, without further negotiations the employees, 100 in number, went to work preparing the yards and machinery for the season's operations, this preliminary work being paid for at the rate of \$1.50 per day.

No further trouble occurred until May 4th, when a union committee presented to the five brick manufacturing firms of Coeymans — Sutton and Suderley Brick Company (10 machines and 232 men), Sutton and Sinspaugh (3 machines and 60 men), Powell and Minnock and Zeigler and Zeigler (2 machines and 40 men each), and Corwin and McCullough (20 men employed at constructing yard)—the same demands in the form of a working agreement as were presented in other places in the general dispute and which are printed in full above. The Coeymans manufacturers, after a conference, refused to grant any of the demands and on May 7th all of their employees (392 in all) went on strike.

After four days' idleness, on May 11 all the strikers returned to work except 107 employed by the Sutton and Suderley Company, and on May 15th 65 more returned, leaving 42 men, mostly Italians, still out. These, on the 16th, at the instigation of their leaders, accompanied by such others as they could persuade to join them and armed, entered the yard of Zeigler and Zeigler,

the northernmost of all, and compelled the men there to cease work and fall in with them. In the same way and with similar result the other yards were visited in order until that of Sutton and Suderley, which lies farthest south, was reached. Here the strikers were met by the owners, a deputy sheriff, a constable and several employees, who opposed their entrance into the yard, whereupon a conflict ensued, numerous shots being fired on both sides and an engineer and a laborer in the yard being wounded. The fight ended, however, with the strikers in control and all work in the yard suspended.

Escaping from the yard by boat on the river the deputy sheriff notified the sheriff that a riot existed and the lieutenant-colonel of the Tenth Regiment, N. G. N. Y., was advised that it would probably be necessary to call out troops to restore order. The sheriff and lieutenant-colonel, with counsel and deputies, proceeded to Coeymans and finding the citizens in a high state of excitement with armed pickets of the strikers posted about the village and brickyards, threatening further violence, the sheriff immediately issued an order calling out the Second Battalion of the Tenth Regiment of the National Guard. Four companies were immediately mobilized and on the evening of the day of the riot went into camp at Coeymans. The presence of the military cowed the strikers at once and there was no further disturbance. The villages of Coeymans and Ravena were policed with soldiers and the Italian saloons were closed. A conference of the civil and military authorities on May 17th led to the arrest of several of the strike leaders and the confiscation of arms and ammunition found in their quarters.

Immediately after the arrival of the military, efforts were made by the authorities to arrange a conference of the employers and strikers with a view to settling the dispute but such efforts were unsuccessful owing to the refusal of the employers to join such a conference, until May 18th, when a conference was held which resulted in a settlement on the following terms: The daily output per machine to be reduced from 25,000 to 22,500, the manufacturers to furnish bail for all strikers arrested for rioting, and the strikers to resume work without recognition of the union. On the following day, May 19, the yards were opened and those of the strikers who had not left town resumed work.

The direct losses incurred in this Coeymans dispute amounted to 3,510 days of working time for the employees, involving a loss of \$7,180 in wages; to a loss in output to the employers of 3,027,500 brick, worth at the then price \$30,000; and to about \$7,500, the expense of the military (61 cavalrymen and officers and 217 infantrymen and officers, making the total payroll \$3,506.32) for the taxpayers of the county. These losses do not include the loss incident to the delay in the starting of five machines furnishing employment for 100 men which were in preparation though not yet in operation at the time of the strike but which were put in operation after its termination.

ITHACA SHEET METAL WORKERS.

At the time of its occurrence this dispute came to the attention of a deputy factory inspector connected with the Department of Labor whose headquarters are in Ithaca. Acting on behalf of the Bureau of Mediation and Arbitration the deputy inspector intervened and made every effort to bring about a settlement of the controversy. In this he was finally successful, being the direct means of bringing the representatives of the parties together in the conference at which an agreement was reached which ended the dispute. After he had succeeded in arranging the conference the deputy inspector was requested by the employers to attend the meeting, and upon this becoming known to the union he was made by the latter also a member of the conference, at which he was accordingly present and assisted in arranging the terms of agreement.

LYON MOUNTAIN MINE WORKERS.

On April 2d about 300 men employed by the Chateaugay Ore and Iron Company in its mines at Lyon Mountain, Clinton County, went on strike, demanding an increase of 25 cents per day in wages. The immediate effect of the strike was to render idle 320 additional employees engaged in the occupation of reducing the ore and general labor about the mine and reduction plant.

The inauguration of the strike appeared to be without any semblance of order or method, the mine employees simply making a more or less concerted verbal demand on the local superintendent for the increased compensation as a condition of going to work on the day of the strike, and upon his explanation that

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the matter of increasing wages must be referred to his superior officers they declined to go to work, following this action with such manifestation of intent to create disorder that the entire plant was shut down.

An investigation was made by a representative of this Bureau with the object of securing a settlement of the strike. It developed that the employees on strike were without any organized method of maintaining the strike, in fact whatever there may have been of leadership had disappeared; upwards of 100 of the most active of the strikers having left town and most of those remaining having expressed a willingness to return to work.

The company posted a notice to the effect that all former employees who were dissatisfied with their employment would be paid off and no longer considered as employees of the company. The result of this was that about 130 of the former employees left the service and the town of Lyon Mountain, and the balance returned to work April 9th on the same conditions as existed before the strike. The places of those who left were gradually filled.

Owing to an attempt to wreck the mine pumps with explosives and some other slight disorders incident to the strike the employing corporation appealed to the county authorities for protection which was furnished by the sheriff providing 40 deputy sheriffs for duty at Lyon Mountain during the strike.

NEWBURGH STREET RAILWAY EMPLOYEES.

On August 3d the 55 conductors and motormen in the employ of the Orange County Traction Company, which operates the street railway system of the city of Newburgh, went on strike as the result of a difference over the terms of a new agreement to succeed one which expired on July 19th. The attention of the Bureau of Mediation and Arbitration having been attracted to the dispute by press reports of the strike, a representative of the Bureau visited Newburgh and after investigation into the causes and circumstances of the controversy made a formal proposition in writing to both parties to submit the questions in dispute to a local board of arbitration constituted as specified in the law governing the State Board of Arbitration (Article X of the Labor Law) or each party to name one member and these two to select

a third, or, if necessary, the third to be named by the mayor of Newburgh. It was also recommended that if the local arbitration should be accepted work should be immediately resumed pending the decision.

The attitude of the strikers' union, Local No. 388 of the Amalgamated Association of Street and Electric Railway Employees, to whose president the Bureau's proposition was handed, was in a general way favorable to local arbitration but the traction company in a formal reply stated that the main cause of the strike was the refusal of the company to agree to a "closed shop" clause, that in September, 1904, that question had been submitted to arbitration with the result that the company won and the employees had agreed to work under "open shop" conditions and that the company was not disposed to again submit that question to arbitration.

For about four days after the beginning of the strike there was practically complete suspension of operation of the company's lines. Thereafter there was partial operation with cars manned by motormen and conductors brought in from out of town and under the immediate protection of special deputy sheriffs and the police, the attempt to resume operation being accompanied by rioting and violence. The strike was finally settled through a change in ownership of the Orange County Traction Company on August 23d, the new management granting practically all of the demands of the strikers, including an increase in wages, employment of union men only (closed shop) and a modification of the system of discipline. (See agreement in Chapter V.)

[NEW YORK CITY CARPENTERS AND JOINERS.]

On May 1, 1906, the local unions of the Brotherhood of Carpenters and Joiners and the Amalgamated Society of Carpenters, in the Borough of Brooklyn, to the number of 1,200 men, went on strike for an increase of 50 cents per day, claiming that they were entitled to this increase under the provisions of the agreement entered into with the Master Carpenters Association on December 15, 1905, which stated that carpenters employed by members of that association and sent to work in any locality outside of that borough must be paid the Manhattan wage rate. The agreement further stipulated, however, that the scale provided by it

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should go into effect on July 1, 1906. At the time of the strike the prevailing wage in Brooklyn as paid by the Master Carpenters' Association was \$4 per day, while in Manhattan the rate was \$4.50.

On May 8, 1906, a representative of the Bureau of Mediation and Arbitration arranged a conference between the strikers and the Brooklyn master carpenters (members of the Master Carpenters' Association), but the parties failed to agree.

The employers contended that the strike was a violation of the agreement of December 15, 1905.

On May 14, 1906, the Joint District Council (which includes all the unions of carpenters in Greater New York), recognizing the violation of the agreement ordered the Brooklyn unions to return to work, pending the submission of the matter to Hon. William J. Gaynor, justice of the Supreme Court, for arbitration.

After hearing both parties to the controversy Judge Gaynor decided on May 21, 1906, that the scale of wages prevailing at the time of the strike must remain in force, under the said agreement, until July 1, 1906, his award being as follows:

In the Matter of the Arbitration between the Master Carpenters' Association of New York City and the Joint District Council of Greater New York.

On December 15, 1905, the Master Carpenters' Association of New York City, and the Joint District Council of Greater New York, which is the governing body of the local carpenters' unions of the five boroughs of New York City, entered into a written agreement advancing wages.

1. It in terms fixed the minimum wage of carpenters in Manhattan borough for work in the shop at \$4 a day and on buildings at \$4.80 a day. The rates then existing were \$20.75 a week for the former and \$4.50 a day for the latter.

2. It then provided in general terms that there should be a "proportionate increase per hour" in the other four boroughs.

3. It then provided as follows: "The above scale to go into effect July 1, 1906; the present scale to remain in force until that date."

Each borough had a scale of wages fixed by the unions and established prior to the making of the said agreement, as follows:

For work in shop, \$20.75 a week in Manhattan and \$18 a week in each of the other four boroughs.

For work on buildings, \$4.50 a day in Manhattan, \$4 a day in Brooklyn and the Bronx, \$3.60 a day in Richmond and \$3.50 a day in Queens.

The agreement thus fixed a new scale of wages for each borough, and not for Manhattan borough only, and provided that it should go into effect on July 1, and that the existing scale should remain until that date.

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It follows that the attempt after the making of the agreement to advance the wage in Brooklyn from \$4 a day to \$4.50 a day for work on buildings, was in direct violation of the agreement and unlawful.

It is due to the said governing body of the unions to say that it took prompt measures to prevent a strike on such a false basis; and it also appears that those who sought to force the advance on the existing wage after the agreement was made were not fully informed of the full effect of the agreement. Their object was to force the wage to \$4.50 a day in Brooklyn borough before July 1, and then by the said agreement get the 30 cents a day addition on that, which would have made the wage \$4.80 in Brooklyn borough after July 1, the same as in Manhattan borough, whereas the agreement contemplated different scales for each borough, as had always been the case, to conform to the different scale of rents, and cost of living in the boroughs.

I decide that the scale of wages prescribed and established in each borough prior to the time said agreement was made, must remain unchanged until July 1, 1906, and that then the same increase per hour fixed in terms by the agreement for Manhattan goes into effect in all of the boroughs.

(Signed) W. J. GAYNOR.

Dated May 21, 1906.

The Joint District Council of the Carpenters, at its meeting on May 26, passed a resolution to abide by the decision of Judge Gaynor, but the Brooklyn members of the Council protested against this resolution and withdrew from the meeting. On May 28, 1906, the Brooklyn unions ordered on strike all their men who were not receiving \$4.50 per day. This renewed strike affected 425 men, all of whom were employed by members of the Master Carpenters' Association of the Borough of Manhattan. On June 2, 1906, the Emergency Committee of the Employers' Association addressed a communication to the Joint District Council of the Carpenters, calling upon it to return its men to work, but the secretary of the Joint District Council replied that it had ordered the men back to work on May 14, and had endorsed the decision of Judge Gaynor, and that it was powerless to control the men further.

On June 5, 1906, the men not having returned to work, the Master Carpenters' Association passed a resolution locking out from their employment on June 6, 1906, all the members of the Carpenters' Joint District Council for the five Boroughs of New York, thereby adding to the 425 carpenters already idle in Brooklyn about 840 in Manhattan, and 120 in The Bronx and about as many more in the other two boroughs. The total number of carpenters involved, according to the union representatives,

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was only 1,485 out of 12,500 craftsmen employed on construction work in the metropolis; but there was imminent danger that the breach between the organizations of employers and those of workmen already created by the strikes of housesmiths and painters would be widened by the controversy in a third trade until it involved all the building trades in a general conflict like that which preceded the adoption of the arbitration plan in 1903. This danger was averted, however, by a decision reached about a week later by the union's official representatives and ratified by a vote of 37 to 21 by the District Council on the night of June 15th, providing for the return to work of the Brooklyn carpenters at the existing rate of \$4 a day and for an increase of 30 cents a day on July 1st in the Borough of Brooklyn (as stipulated in the agreement of December 15, 1905), and a further daily advance of 20 cents on August 15th. (See agreements in full in chapter V.)

NEW YORK CITY FUNERAL COACH DRIVERS.

On May 11, 1906, 1,000 funeral coach drivers, comprising Local No. 643 of the Brotherhood of Teamsters, struck against the New York Coach Owners' Association for a regulation of the hours, recognition of the union, and an increase in wages from \$12 to \$14 per week. These drivers were all employed above Fourteenth street.

Both sides were interviewed by the State Mediator, and while he did not directly arrange the conference which took place later, he met both parties and urged upon them the advisability of such a procedure. The parties met on May 12, 1906, the conference lasting until three o'clock on the morning of the 13th. An agreement was reached whereby the men were granted an increase of \$2 per week and their union recognized. The men returned to work on the morning of May 13, 1906. (See agreement in Chapter V.)

Under this agreement the working conditions remained the same, but it was understood that any abuse of the working conditions should be taken up among the parties and disposed of by arbitration. The chief reason for the understanding between the parties as to possible abuses was due to the fact that the hours, while fixed at 13 hours per day, were a subject of dispute, the

men claiming frequently that they had to work many hours overtime, while the employers claimed that while some overtime might exist, nevertheless the men more than made up for it by being permitted to work shorter hours when the business permitted it. This, and all other disputes, were covered by a general arbitration clause in the agreement.

II.

On May 20, 1906, 500 funeral coach drivers engaged in the section of Manhattan Borough, New York City, below Fourteenth street, struck against about forty members of the New York Coach Owners' Association, alleging that certain members of the association, comprised in the said forty, had broken an agreement with the men by failing to pay a weekly wage of \$13 as provided in said agreement. The employers claimed that under the said agreement the union should have complained to the New York Coach Owners' Association as to the alleged violations instead of peremptorily calling a strike.

Efforts were made by the New York representatives of the Bureau of Mediation and Arbitration to arrange a meeting, and finally a conference was agreed upon between the men and their employers for the evening of May 24, 1906, in which meeting the State Mediator was invited to participate. The conference was a stormy one, and finally broke up about midnight without having made much progress. Both sides had reached the street on their way home, when the State Mediator by dint of much persuasion, finally induced the parties to reconvene, and after a long discussion an understanding was finally reached at three o'clock in the morning, granting the men an increase from \$13 to \$14 per week and making certain regulations as to special carriage calls. As this agreement had to be ratified by the New York Coach Owners' Association and the Local Union, the men returned to work on the morning of May 25, 1906, under a truce, subject to the ratification of the agreement. (See agreement in Chapter V.)

The thanks of both parties to the controversy were extended to the Bureau for its aid in bringing about the settlement.

NEW YORK CITY NECKWEAR MAKERS.

On June 26th a representative of the United Neckwear Makers' Union informed Mayer Berese, of 242 Lafayette street, New York City, a manufacturer of neckwear, that the union had imposed on him a fine of \$25 for insolent language and harshness towards Fannie Tepper, one of his employees and a member of the union. Mr. Berese refused to pay this fine and received the support of his fellow-contractors in the industry in his resistance of the union's demands and on June 29th the employees in the various shops were informed that the contractors had formed an association and would not employ anyone in their shops or factories who was a member of the United Neckwear Makers' Union. This announcement was met by the union with a strike declaration, and on July 6th there was a general cessation of work, the total number of employees locked out or on strike being 700, of whom 600 were women.

On July 14th a representative of the Bureau of Mediation and Arbitration interviewed Miss Sarah Branstein, secretary of the Neckwear Makers' Union, who had charge of the strike. After stating the causes of the controversy, Miss Branstein requested that the Bureau make an investigation of the dispute, and it was finally agreed that the Bureau should make a thorough investigation of the case. The contractors were duly apprised of this proposed investigation, but on Sunday, July 15th, the president of the Contractors' Association, Mr. Solomon Levitt, visited the union headquarters and stated that he was instructed by his association to make terms with the strikers. The strikers refused to receive Mr. Levitt as a representative of the Contractors' Association, and informed him that he would be treated with only as an individual. To this condition Mr. Levitt agreed and signed the union agreement as an individual employer, after which the other members of the Contractors' Association did likewise and work was resumed on July 16th. (See copy of agreement in Chapter V.)

The result of the dispute was not only "closed shops," according to the terms of the union agreement, but, in addition, the fine imposed on Mr. Berese, which was the original cause of the dispute, was paid and wages were increased from \$3 to \$3.50 per week for girls, and from \$8 to \$8.50 per week for men.

NEW YORK CITY PAINTERS AND DECORATORS.

On May 21, 1906, 6,000 members of the Brotherhood of Painters of New York City and vicinity struck against the decision rendered by Mr. Charles Stewart Smith, who acted as arbitrator in the contention between the Brotherhood and the Master Painters' Association of New York and the Association of Interior Decorators and Cabinet Makers.

The decision rendered by Mr. Smith was as follows:

The umpire has been informed by Samuel B. Donnelly, secretary, that the special arbitration board of the New York Building Trades have failed to agree upon a verdict — and the matter has been referred to the umpire for final decision.

The umpire understands that the powers and duties devolving upon him are limited and defined in the following extract from the memorandum of agreement made on the 21st day of November, 1905:

"It is hereby agreed between the Painters' Union and the Employers' Associations that the said disputes, differences and controversies between the parties hereto relative to the wages to be paid to paper hangers, decorators and painters, the work to be performed by and the wages to be paid, be and the same are hereby submitted to arbitration."

The umpire has carefully weighed the evidence introduced before the arbitration board as to the different rates of wages paid by employers not parties to this controversy and finds it worthy of equitable consideration as showing generally the competitive state of the trade involved in this issue.

The umpire believes that in determining the rate of compensation for any one class of trade consideration should be given to the increased cost of living expenses, to competition for contracts between union and open shops, and the relative rate of wages paid by other branches of trade.

The umpire understands the progress of the controversy to have resulted in the following demands between the respective parties:

On September 22, 1905, a demand was made upon the employers that the compensation of decorators and painters be advanced to \$4.50 and \$4 respectively.

On September 27, 1905, this demand was refused.

On November 8, 1905, the employers asked that compensation of painters be reduced to \$3 and decorators to \$3.50, and that piece work be discontinued on the part of paperhangers and that rough work such as scraping off paper and washing off kalsomining be done by helpers at \$2 per day.

The umpire has given careful consideration to the minutes and other papers in evidence submitted to him. He begs respectfully to report that his findings and decisions are as follows:

First — That paperhangers shall be paid by the day and not by the piece, and that they shall receive the same compensation as the painters.

Second — That the compensation of the painters and varnishers be fixed at \$3.50 per day.

Third — That the compensation of the decorators be fixed at \$4 per day.

Fourth — That the compensation of the work of washing off walls, removing old paper and like unskilled work be fixed at \$2 per day.

(Signed)

CHAS. STEWART SMITH, *Umpire*.

The journeymen objected to each of the awards and particularly to the fourth, providing that the removal of old paper and preparation of the walls be classed as unskilled labor and paid at the rate of \$2 a day. The union maintained that three-fourths of the work done by its members was of this preparatory nature and consequently a great number of them would be rendered idle unless they accepted the reduced rate of \$2 a day. The decision, they said, was therefore in plain violation of the article of the Arbitration Plan which provides that "such kinds of work as have heretofore been recognized as being in possession of a trade are not subjects for arbitration."

The men also contended that the decision requiring paperhanging to be done by the day was also a violation of this article of the Arbitration Plan, inasmuch as the paperhanger has work for only a short period each year and could not secure his subsistence by his earnings in that period if limited to the per diem rate at which painters work. On these grounds they refused to recognize the decision as having any validity.

On the 25th of May the employing associations sent a communication to the Brotherhood instructing them to return to work agreeable to the decision rendered by Arbitrator Smith. The Brotherhood, by a referendum vote, refused to accede to their request, and instructed the members to continue their strike in which they had the support of the National Alliance of Painters and Decorators, which refused to put its men to work on any job against which the Brotherhood had called a strike.

The Master Painters' Association consisted of thirty-six members. This Association met on June 5, 1906, and passed a resolution declaring that on and after June 6, 1906, the principle of the "open shop" would prevail in their establishments. Thereafter the employers refused to negotiate further with the strikers unless they should first return to work. To the latter the workmen finally agreed on condition that the arbitration decision should be set aside, leaving wage rates as they were before the dispute. To this the employers agreed and on June 28th the men were ordered back to work by their union.

NEW YORK CITY PIPE CUTTERS.

In October, 1905, the pipe cutters of Manhattan organized a union and presented a demand to their employers for the following wage scale: 2 sketch machines, minimum \$13.50 per week; 4 sketch machines, minimum \$15 per week; 8 sketch machines, minimum \$16; 12 to 18 sketch machines, minimum \$18 per week. They also demanded a 53-hour week, the general average of hours per week at that time being 54.

The employers refused to agree to deal with the organization or to grant its demands for increased wages and reduced hours. On November 2, 1905, the union, numbering 150 men, struck, and the firms involved began filling the places of the strikers. On December 16, 1905, the strikers requested the Bureau of Mediation and Arbitration to bring about a conference between them and their former employers. Upon investigation it was found that all the shops were running with non-union men and had been so running since December 1, 1905. The employers stated that they were entirely willing to take back as individuals strikers for whom there might be employment, but they positively declined to treat with them as an organization or to recognize the union men in any way. By this time a number of the men had already deserted the union and returned to their former places, and the strike gradually dwindled to a complete failure.

NEW YORK CITY STRUCTURAL IRON WORKERS.

So far as New York State was concerned the national dispute between the American Bridge Company and the Housesmiths and Bridgemen's Union affected only New York City, but there it produced one of the most important strikes of the year in this State. In the course of the controversy in the metropolis representatives of the Bureau of Mediation and Arbitration made repeated efforts to bring about a settlement but without success, and as a matter of fact there was practically no settlement of the dispute, the strikers simply returning to work or their places being filled by new hands.

In connection with its intervention in the dispute the Bureau secured from leading persons on each side statements as to the facts in the case. These cover all the essential points in the controversy and are here set forth. Incidentally, it may be pointed

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out that there were two fairly distinct disputes which developed in the course of the whole quarrel, the one, national in extent, over the employment of non-union men, the other, local in New York City, over an increase of wages. The two are treated as separate disputes in the statistics of strikes and lockouts for the year.

STATEMENT by P. F. Farrell, Secretary-Treasurer of the Housesmiths and Bridgemen's Union of New York City and Vicinity.

The present strike of the housesmiths and bridgemen in New York City dates back to October 31, 1905, when 25 men in the employ of Snare & Triest Co., 143 Liberty street, New York, refused to work for that company on the Erie R. R. ferry-house at West 23d street, because the Snare & Triest Co. was about to use in the erection of the building the product of the American Bridge Co., against which product the national association had declared a boycott. The contract was taken from the Snare & Triest Co. and given to Mr. Grace, for whom the men went to work.

Early in November a strike was ordered against the Post & McCord Co., the cause of the strike being the same as that given for the strike against the Snare & Triest Co.—using the product of the American Bridge Company.

On November 16th the General Arbitration Board of New York City, of which body we were members, suspended us because we did not declare the strike of Post & McCord off. There were 300 members of our union on strike against the Post & McCord Co.

On January 1st our general strike began, the cause of this being a demand for an increase of wages from \$4.50 to \$5.00 a day. There were 3,000 of our members on strike, about 1,500 of whom were employed by the allied iron trades, and the remainder by the independent employers.

On January 12th the General Arbitration Board appointed a conference committee to settle the difficulty in the trade. This committee directed our body to declare the strike against the Post & McCord Company off, and on our refusing to do so the conference committee declined to consider the matter any further.

On July 21st the union declared the general strike off so far as the demand for an increase of wages was concerned, and our men returned to work at the old rate of wages — \$4.50 per day. Practically all of our men are at work at present. Our membership is about 3,000. The strike against the Post & McCord Company is still on.

STATEMENT by Commissioner of the National Erectors' Association and the Allied Iron Associations of New York City, as to facts in connection with strike of the Housesmiths' and Bridgemen's Union against those associations.

During the year 1905, the National Erectors' Association, consisting of manufacturers and erectors of structural steel and iron work, had agreements with various locals of the International Association of Bridgemen and Struc-

tural Iron Workers. These agreements had the sanction of the International Association, and were effective until January 1, 1906. All of these agreements contained the following clause: "Article 23. In case of misunderstandings or disputes arising between an employer and his workmen, the matter in question shall be submitted to arbitration locally, without strikes, lockouts, or stoppage of work, pending the decision of the arbitrators." The American Bridge Company was a member of the National Erectors' Association, and, therefore, a party to the agreements.

About the first of October, 1905, the National Tube Works, which was not a member of the National Erectors' Association, began the erection at McKeesport of certain buildings for its own use, and employed thereon some of its own workmen who were not members of the Bridgemen's and Structural Iron Workers' Union. The American Bridge Company was furnishing the material for this work. The union demanded of the American Bridge Company that it persuade or compel the National Tube Works to employ union iron workers upon this work, and if necessary for this purpose, insisted that the American Bridge Company should refuse to deliver material to the National Tube Works. The American Bridge Company replied that it had no influence or control over the policies of the National Tube Works, and that it would not refuse to deliver the material contracted for to that company. A strike was at once ordered against the American Bridge Company on account of this refusal, and without any attempt at arbitration, and directly in violation of the clause above quoted. In negotiating for a settlement after the strike was begun, Mr. Ryan, President of the International Iron Workers' Union, made the further demand that the American Bridge Company and the other members of the United States Steel Corporation manufacturing steel should refuse to deliver any structural steel whatever to any contractor who did not propose to erect it with union men. This demand closed all attempts at settlement.

In the following month, November, 1905, the New York locals of the International, at the request of the International, called a strike against the firm of Post & McCord of that city, claiming that the said firm was a part of the American Bridge Company. The firm of Post & McCord was a member of the Allied Iron Associations of New York City. These associations had an agreement with the New York locals of the Iron Workers' Unions, which contained these clauses:

"7th. All grievances or complaints which cannot be satisfactorily adjusted between the individual employer and the party of the second part (the union) or their representatives, shall be submitted to the joint board of Conciliation of the Iron Trade * * * ."

"8th. In consideration of the mutual covenants herein contained, the party of the second part hereby agrees not to take part in any sympathetic strike whatsoever, and they hereby agree not to go out on strike until after any grievance has been submitted to the Board of Conciliation above referred to, and a decision reached."

"17th. The joint arbitration plan adopted in conference July 31, 1903, between the unions of New York City and the Building Trades Employers' Association shall be a part of this agreement, and both parties shall be governed according to its provisions."

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The union went on strike without regard to the above provisions. Post & McCord demanded that the matter be referred to the Arbitration Board referred to in clause 17, which board is composed of an equal number of representatives from the Building Trades Employers' Association and from the different unions of New York City. This board determined that the Iron Workers' Union had no cause or justification whatever for its strike against Post & McCord, and demanded that it return to work. The Iron Workers' Union refused to abide by the ruling of the board, and refused to arbitrate the question whether or not Post & McCord was a part of the American Bridge Company. Thereupon the Housesmiths' and Bridgemen's Union of New York was expelled from representation on the Joint Arbitration Board, and it became proper for the firm of Post & McCord to employ non-union iron workers, and it became the duty of the other unions represented upon the Joint Arbitration Board to work side by side with non-union iron workers employed by that firm without objection. In short, the Housesmiths' and Bridgemen's Union of New York City, by its expulsion from this board, became outlaws as far as the joint arbitration agreement between the employers and the unions of New York was concerned.

In October of 1905 the New York locals had preferred a demand to the Allied Iron Associations of New York for an increase of wages from \$4.50 to \$5.00 a day, to become effective January 1, 1906. This demand was refused, and without any attempt to take advantage of the arbitration clause quoted, a general strike was called against the members of the Allied Iron Associations on January 1. The position of the Allied Iron Associations was endorsed by the Building Trades Employers' Association, of which they were members. Between 1,500 and 2,000 men went out on this strike, and efforts were at once begun to supply their places. These efforts were met by the union with an almost unprecedented series of assaults, destruction of property, intimidation, and other like methods. In two months alone, nearly seventy-five assaults, some of the most serious character, were committed in New York upon non-union men.

On July 21, 1906, it was reported that the New York locals had voted to call the strike off, inaugurated January 1, for an increase of wages from \$4.50 to \$5.00 a day, and that their members were permitted to work for the Allied Iron Associations, open shop and at \$4.50 per day. The strike against Post & McCord and also the strike against the National Erectors' Association were not declared off, but remained in force. The Allied Iron Associations thereupon adopted a policy of not employing any members of the union until the strike against Post & McCord and the National Association should be declared off. That continues to be the condition of affairs at the time of writing.

September 1, 1906.

(Signed) WALTER DREW,
*Commissioner of National Erectors' Association and Allied Iron Associations
of New York City.*

NEW YORK CITY (BROOKLYN) WIRE WORKERS.

On March 28, 1906, Russel Fraser, proprietor of a wire-working establishment at Wythe avenue and North Ninth street,

Brooklyn, N. Y., posted a notice that from that date the weekly hours would be increased from 50 to 58, the employees to be paid at the same rate per hour as theretofore. Misunderstanding the notice, 32 girls and three boys employed in the factory went out in a body and refused to return to work. After they had gone on strike, they refused to work unless paid at the rate of time and a half for the extra eight hours, and finally changed their attitude, declining to work more than 50 hours per week.

The dispute was brought to the attention of the Bureau of Mediation and Arbitration and its representative took the matter up and held several conferences with the employer and the strikers, without holding any joint conferences, which the temper of the parties precluded. Finally, he suggested a settlement which increased the time $2\frac{1}{2}$ hours weekly, the strikers to receive compensation for the extra $2\frac{1}{2}$ hours at the same rate which they had been receiving for the 50 hours. This suggestion was favorably received by each side and a settlement effected on that basis, the employees returning to work on April 2, 1906. A shipping clerk in the office, who went out in sympathy with the wire workers, was also taken back at the salary he received before the strike.

Both sides freely expressed their great satisfaction with the efforts of the Bureau of Mediation in bringing about this disposition of the matter.

THREATENED STRIKE OF PORT CHESTER EXCAVATORS AVERTED.

On June 18, 1906, the New York branch of the Bureau was invited by Mr. Tito Pacelli, President of the Rockmen and Excavators' Union in New York, to investigate an impending strike of workmen and excavators at Port Chester, Westchester County. The State Mediator, accompanied by the Special Agent in New York City, immediately went to the scene of the trouble and began to canvass the situation. On the evening of June 18th he attended a meeting of the local union, convened for the expressed purpose of inaugurating a strike on the following morning. The State Mediator addressed the meeting at some length, advising tolerant and conservative action, and finally induced them to withhold the passing of the strike order until the Bureau could make a more thorough investigation.

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The representatives of the Bureau spent the next day in the locality, interviewing both contractors and workmen, and returned to Port Chester on June 21st to continue their work.

The facts, as elicited by the Bureau, were as follows: On May 7, 1906, a strike was called by the Rockmen & Excavators' Union, demanding an increase for excavators from \$1.65 to \$1.75 per day, for rockmen from \$1.75 to \$2.00 and recognition of the union. This strike lasted only a few days, the men returning to work of their own volition, and without gaining any of their demands. As this strike resulted in the practical disintegration of the local union, the workmen were reorganized and their demands again presented to the contractors.

These demands were identical with those presented in May, and involved also a recognition of the union. Feeling confident that a strike, if called, would again result disastrously to the union, the contractors — Murray & Sons, Chapman & Company, John O. Merritt, and William Ward, — declined to deal with the union and invited a strike. The Bureau's investigations showed that the union only controlled 250 men, while the whole number employed in a similar capacity by the firms mentioned approximated 1,200 men, by far the greater number of whom would not strike at the instance of the union. The State Mediator accordingly called the officers of the union together on the evening of June 21, 1906, and urged upon them the impracticability of striking with defeat as a certain result. They acted upon the advice of the Bureau's representative, and decided to keep the men at work.

SYRACUSE CIGAR MAKERS.

On February 16, 1906, 59 cigars makers and 16 cigar packers in the Optimate cigar factory of Justin Seubert & Company in the city of Syracuse went on a strike.

In response to a request that this Bureau undertake mediation or conciliation a representative visited Syracuse and found the situation to be that a few days previous to the beginning of this strike the firm installed as assistant foreman one of its former workmen, he having immediate charge or supervision of the work in the shop and the giving out of stock to the individual cigar makers. The workmen contended that he was arbi-

trary in his dealings with them and in at least one case a workman openly criticized the assistant foreman. Whereupon a meeting of the union members in the shop was called which resulted in a demand being presented to the senior member of the firm that the assistant foreman be deposed. Contradictory statements were made as to the disposition of this request. The result was, however, that all of the cigar makers in this factory together with the packers quit work thereby rendering idle the other employees in the factory, 64 in number, making the total number idle on account of the strike 139. The representative of this Bureau found the relations between the employer and employees to be cordial so far as negotiation and discussion was concerned, an in fact several conferences were held.

Suggestions were made to both parties that the matter in dispute be submitted to local arbitration but there seemed to be no disposition to accede to this as the workpeople insisted that they would not work under the objectionable assistant foreman. Mr. Ferguson of Oneida was on the ground representing the cigar makers' international organization.

The strike was terminated March 10 by the resignation of the objectionable assistant foreman.

V.

JOINT TRADE AND INDUSTRIAL AGREEMENTS.

[NOTE.—The Department of Labor has for several years made a point of collecting trade agreements entered into by employers and employees of this State, in order to have available such important information as they contain respecting wages, hours and other working conditions in New York industries. The agreements are collected through co-operation between the Bureau of Mediation and Arbitration and the Bureau of Labor Statistics and are filed by the former Bureau and printed in its annual report for public information. The present report contains the text of nearly 200 agreements signed in 1906, the vast majority of which are purely local contracts. Even this collection is incomplete as it is necessarily confined, for the most part, to agreements that have been printed. In numerous cases an agreement between a single employer, like a street railway company, and his employees exists only in the original manuscript and copies are to be obtained only at the cost of considerable trouble and expense. The collection, however, embraces the more important trade agreements in force in this State and will be found valuable by employers and employees as well as students of industrial problems.

In order to ascertain the prevalence of the collective agreement in the industries of the State, the Bureau of Labor Statistics this year made inquiry among all protective organizations of workmen and has compiled the returns for March which may be seen in Table X of the Appendix (analysis at p. lxiv) of the current report of that Bureau. It appears that 997 of the 2,411 unions in the State had written agreements governing some or all of their members. While in a minority, it is the larger and more important unions that are represented, for they include 231,219, or 58.6 per cent of the 394,270 unionists in the State.

Information concerning the number of employers signing agreements is less accurate, as it is not always a matter of record; 89 unions, for example, merely reported that "all" employers had signed the agreement and 37 more reported that the agreement had been signed by an association of employers, the number of whom could not always be ascertained. Of the 997 unions having written agreements, 685 reported the number of employing firms signing to be 8,873; 223 unions reported an agreement with a single employer and 601 unions had agreements with more than one employer.

In addition to the written agreements as above there were 50 unions that reported verbal agreements covering 8,364 members.]

I. STONE, CLAY AND GLASS INDUSTRIES.

DIAMOND WORKERS, NEW YORK CITY.

[From the "Diamond Worker," Brooklyn, April 18, 1906.]

BROOKLYN, N. Y., April 18, 1906.

This agreement made and entered into the ninth day of April, nineteen hundred and six, by and between the Diamond Cutters Manufacturers' Association of America, a corporation organized and existing under and by virtue of the laws of the State of New York, party of the first part, and the Diamond Workers' Protective Union of America, a voluntary unincorporated association, party of the second part, witnesseth:

WHEREAS, the party of the first part is an organization consisting of diamond manufacturers, and the party of the second part is a trade organization of workmen employed in the various branches of the diamond manufacturing trade; and

WHEREAS, the parties hereto desire to regulate their mutual relations and to provide for the terms of the employment of the members of the said party of the second part during the continuance of this agreement;

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Now, THEREFORE, in consideration of the sum of one dollar to each of the parties by the other in hand given, before the ensealing and delivery of these presents, the receipt whereof is hereby acknowledged, and in further consideration of the mutual agreements and covenants hereinafter set forth, the parties agree as follows:

FIRST. The wages of all diamond polishers, members of the party of the second part, shall be increased by the sum of \$4 for a week's work consisting of forty-eight hours over the wages paid to said diamond polishers on the date of signing of this agreement and the wages of all diamond setters, members of the party of the second part, shall be increased fifty cents per bench for a week's work consisting of forty-eight hours over the wages paid to such diamond setters on the first day of January, 1906. The wages of the diamond cutters, members of the party of the second part, shall, during the term of this agreement, while they are employed, remain in accordance with the schedule in force on the date of signing this agreement, with the exception, however, of all kinds of kaps, which will be advanced five cents per carat above the schedule price of to-day. Stones, of which pieces are taken off, will be considered the same as closed goods. The increase in the wages of diamond polishers and setters shall date from the first day of January, 1906, and the back pay shall be allowed from that date for every week work done, excepting those weeks during which the increase has already been paid. The standard and quantity of work as produced before and up to January 1, 1906, shall be maintained by the employees as near as it is possible.

The wages to the polishers, cutters and setters, as above mentioned, shall be paid at the end of each week whenever they are employed.

SECOND. From the date of signing this agreement until February 8, 1907, employees, members of the party of the second part, after leaving their present employer, shall not have the right to demand higher wages from any other employer, members of the party of the first part, nor shall any manufacturer, member of the party of the first part, offer to any workman, members of the party of the second part, lower wages than was paid to him by his former employer.

THIRD. In the event of the employment of workingmen from foreign countries or other states, or in the event of a change in the method of payment from payment by the piece to payment by the week, the employees shall work on trial or probation for six weeks before permanent wages of such employees shall be fixed. Should the employer and employee in such case fail to agree upon the proper and reasonable wages to be paid after such trial of six weeks, then and in that event, the determination of wages so to be paid, shall be submitted to arbitration.

FOURTH. The parties hereto further agree to the following rules with respect to the employment of apprentices:

(a) Apprentices can only be employed in diamond polishing and in no other branch of the trade; they must be at least sixteen years of age and of male sex, and no agreements in writing shall be made with them. In employing such apprentices, sons of members of the party of the second part, shall in all cases have the preference; the total number of apprentices shall in no case exceed ten per cent. of the number of members of the party of the second part, and they shall be distributed among the members of the party of the first part as the said party of the second part may direct,

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subject to the approval of the party of the first part; any apprentice so to be employed, shall be engaged within three months after the execution of this agreement, and hereafter no such apprentice shall be engaged until the holding of the next congress of the International Diamond Workers' Alliance. However, each manufacturer, member of the party of the first part, shall, during the time of this agreement, have the right to have one member of his family, or relative, instructed by one of his employees whom he may designate for this purpose, and the employee so designated, shall instruct such member of the family or relative, when so requested.

(b) The wages of apprentices shall be as follows: During the first six months of their actual and active employment, the apprentices shall receive no compensation for their work, during the four working weeks succeeding such period of actual and active employment of six months, they shall receive \$5 per week, and every four working weeks thereafter an additional sum of \$1 shall be added to their wages until the same shall reach the sum of \$24 per week, whereupon the said apprentices shall cease to be regarded as such, and shall be considered regular employees.

(c) After said apprentices shall have been employed on the bench (rear or front) for six months, the setter shall receive the compensation of \$2 per week for each apprentice, which said sum shall be increased by \$1 every three months, until the full salary has been reached.

(d) Should any dispute arise in connection with the employment of such apprentices or the wages to be paid to such apprentices who do not come up to the proper standard of work, or any controversy or dispute referring to the right to discharge or cause of discharge of any such apprentices before the expiration of the apprentices term, such controversy or dispute shall be submitted to an arbitration committee to be composed of three members of the party of the first part, and three members of the party of the second part, which said committee, together, shall have access to all factories. The decision of a majority of such committee shall be binding upon all questions in controversy, but should such committee, or a majority thereof, fail to agree, a disinterested party shall be appointed by the president of the New York Jewelers' Board of Trade, to act as umpire, and his decision shall be binding.

(e) Should at any time during the term of this agreement any controversy of any nature whatsoever arise between employer and employees, the same shall be submitted to arbitration consisting of three members of the party of the first part and three members of the party of the second part.

FIFTH. This agreement shall date back and take effect on the day of execution, and shall remain in force and be binding upon the parties hereto until the eight day of February, 1907.

I. S., for the Diamond Cutters Manufacturers' Association of America,

LEOPOLD STERN,

President.

HENRY S. OPPENHEIMER,

Secretary.

For the D. W. P. U. of America,

ANDRIES MEYER,

President.

THEO. QUETS,

Secretary.

GLASS BEVELERS AND POLISHERS, BUFFALO.

ARTICLES OF AGREEMENT.

Entered into this 4th day of September, 1906, by and between the Standard Mirror Company of Buffalo, New York, hereinafter known as "Parties of the first part," and the undersigned representatives of Local No. 35, of the Amalgamated Glass Workers International Association of America, affiliated with the American Federation of Labor, and the Buffalo United Trades and Labor Council, hereinafter known as "Parties of the second part."

ARTICLE 1. Fifty-four (54) hours shall constitute a week's work, to be arranged mutually between employers and employees. During the months of June, July and August, Saturday noon shall terminate a week's work. At no time shall more than nine (9) hours be a day's work.

ARTICLE 2. Over time shall be paid at the rate of time and one-half till ten o'clock p. m. After that hour, also for Sundays and legal holidays, double time shall be paid. The following days to be considered legal holidays: New Years, Decoration Day, Fourth of July, Thanksgiving and Christmas Day, but under no consideration shall a member of the party of the second part, be required to work on Labor Day.

ARTICLE 3. Party of the first part hereby agrees to hire none but members of the Amalgamated Glass Workers International Association of America, or such who are willing and eligible to become members of above organization. The party of the second part agrees to do all in their power to procure good, industrious and efficient workmen for the party of the first part.

ARTICLE 4. It shall be optional with the party of the first part, to use the Union Label, such labels to be furnished free of charge, to the party of the first part. The steward of the shop, to be in charge of the labels, which are property of the party of the second part.

ARTICLE 5. The party of the first part hereby agrees to have one apprentice to seven journeymen regularly employed. No apprentice to be taken under fifteen and over seventeen years of age, and the apprenticeship shall extend for three years *in one shop*, of which the first six months are to be considered on probation. The wages of apprentices to be arranged mutually.

ARTICLE 6. It is understood that in the event the party of the first part, has more apprentices on, than this agreement calls for, such apprentices may remain, but no more shall be put on until the proper ratio establishes itself through lapse or expiration.

ARTICLE 7. It is hereby agreed by the parties to this agreement, that in dull times, the working hours shall be so reduced, or the men laid off in rotation, so as to give each man a chance to live.

ARTICLE 8. In the event of any dispute between the parties to this agreement, each party shall appoint one practical man, and those to select a third man; he to act as umpire and all three to be known as an Arbitration Committee. All grievances to be submitted to this committee within twenty-four (24) hours after the dispute has arisen. A decision shall be arrived at within seventy-two (72) hours after the case has been given to this Board for settlement.

During the time of arbitration, no strike or lockout shall be declared by either party. The decision of the Board shall be binding on both parties.

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It is understood that articles contained in this agreement, shall not be subject to arbitration.

ARTICLE 9. A strike to uphold union principles, or to uphold articles set forth in this agreement, shall not be regarded a violation of this agreement.

ARTICLE 10. This agreement shall take effect on the date of signing, and remain in force until August 31, 1907, and shall be open thirty (30) days prior to its expiration for renewal, or to make any desired change in the same. An answer must be given at least fifteen (15) days prior to expiration of this agreement.

GUSTAVE THEIMER,
General Organizer.

WM. LA HODNEY,
President.

JOSEPH F. KUNERT, JR.,

FRANK DAVIS,

GRANITE CUTTERS, ALBANY.

[Reported by union as signed by five employers.]

It is hereby mutually agreed between employers of granite cutters in Albany, N. Y., and vicinity, and Albany branch of The Granite Cutters' International Association of America, that the following rules and regulations shall govern the employment of granite cutters, tool sharpeners, polishers, sawyers, rubbers and turners, from April 1, 1906, until further notice:

None but members of The Granite Cutters' International Association to be employed, or those willing to become such.

Eight hours to constitute a day's work. The minimum rate of wages to be 40 cents per hour.

Street curbing cut by the day to be paid at the rate of 45 cent per hour. Curbing by the piece; straight curbing, 14 cents per lineal foot.

Circulation curbing, 15 feet radius and under, to pay one one-half straight; all over 15 feet radius to pay 18 cents per foot.

Crosswalks, 1 foot 3 inches, 18 cents per foot; basin heads, \$2.25 each.

One cent per foot to be added to all curb where no shed or bankermen are provided.

All employers to pay weekly, and not more than one day's pay to be kept back. Overtime to be paid once and one-half, and for work on Sundays and legal holidays double time to be paid. No overtime to be worked unless it is absolutely necessary.

When working outside the shed the men must be provided with an awning, where it is possible; where no awning is furnished, 25 cents per day additional must be paid by the employer.

Eleven to fourteen men shall constitute a sharpener's gang; all over fourteen to be paid for at the rate of 24 cents per man; less than a day to count as half a day.

All overtime to be paid for as time and one-half when cutter works before or after the regular working hours, and his sharpener not working; sharpeners to be paid time and one-half for time cutters work. A surface cutter to count as three men.

Tools sharpened by the piece: Plain tools, \$1 per hundred; drills, 2 cents each; pean-hammers, 10 cents each; bush-hammers, 35 cents each; lettering tools, \$1.50 per dozen; pitching tools, 5 cents each; bush-chisels, 15 cents each; bull-sets, 15 cents each.

Any workman leaving a yard shall be paid his wages in cash. Any workman discharged shall receive his pay immediately.

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Granite cutters, who by reason of old age or physical disability are unable to do a day's work, may make written application to the branch for special privilege to make suitable agreement with the contractor.

The working hours to be from 8 A. M. to 5 P. M., with one hour allowed for dinner, it being understood that in winter the hours can be altered to suit the daylight; all work done outside of these hours to be paid for at the rate of time and one-half.

That a closed partition be placed between hand work and surface cutting machines. A surface machine operator to be paid not less than 50 cents per hour.

There shall not be more than one apprentice to every gang of granite cutters or majority fraction thereof; there shall not be more than one apprentice tool sharpener to three journeymen tool sharpeners.

This bill of prices to commence April 1, 1906, and to continue to April 1, 1907, and should either party desire a change a three months' notice should be given previous to April 1 of each year, and changes specified when notice is given; if no notice is given by either party as above stated then this agreement in force at that time could continue from year to year.

The Albany branch considers it the duty of every granite cutter to demand payment for his work, and the employer to pay his workmen on the basis of this bill.

Workmen to be paid during working hours.

It is mutually agreed for the protection of both parties to this agreement that should any grievance or contention arise during the existence of this agreement that such contention or grievance shall be referred to a committee composed of two men selected by our Association, and two men selected by the Company who shall immediately meet, and consider the matter, making some decision within ten days. Should this committee fail to agree by two-thirds vote they shall select a third party to act with them. The Board thus constituted shall consider the matter and make an award within ten days. The decision of this Committee to be final and pending such decisions it is mutually agreed that there is to be no strikes, lockouts, or suspension of work.

PLASTER MATERIAL WORKERS, NEWBURGH.

[Terminating dispute of May 1-12, described in Table I, p. 38.]

MEMORANDUM OF AGREEMENT made and entered into this 12th day of May, 1906, between The Higginson Mfg. Co., of Newburgh, N. Y., and The Plaster Material Workers' Union, No. 11,877, of Newburgh, N. Y., witnesseth:

The Higginson Mfg. Co. agrees to pay the ordinary laborers at the rate of seventeen and one-half (17½) cents per hour; and the laborers who have heretofore received eighteen and one-third cents per hour, at the rate of nineteen and one-half (19½) cents per hour, and twenty-five (25) cents per hour for overtime, including Sundays and holidays, for labor, excepting to regular night employees, from May 14, 1906, to April 1, 1907.

During the same period The Higginson Mfg. Co. will pay the coopers and trimmers as follows:

Plaster barrels, six hoops, \$4.65 per 100.

All eight hoop barrels, \$5.20 per 100.

Re-coopering old barrels, \$2.35 per 100.

Trimming, \$1.75 per 100.

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During the period mentioned, bag menders will be paid at the rate of \$1.75 per 100; and for filling tubs in steamers or sailing vessels, where The Higginson Mfg. Co. furnishes the crew to do the work, at the rate of eight and two-fifths (8 2/5) cents per ton.

It is understood that ten hours are to constitute a day's labor.

The Higginson Mfg. Co. agrees to employ members of the Plaster Material Workers' Union, so long as enough operatives can be procured to operate the plant, and in no way to try and prevent men from joining the Union. The Plaster Material Workers' Union, on their part, agree that in case operatives enough from the Union cannot be procured, they are not to interfere, in any way, with men brought in, who are not members of the Union. They are not to intimidate them in any way, and in case they should decline to join the Union, they are not to interfere with them.

The Higginson Mfg. Co. reserves the right to discharge or suspend employees at all times, except for membership in the Union.

If any difficulties shall arise between The Higginson Mfg. Co. and the Plaster Material Workers' Union, not provided for in this agreement, the differences are to be settled as follows: The Plaster Material Workers' Union is to select two men, who are officers of their organization; The Higginson Mfg. Co. is to select two men, who are officers of the Company. If these four cannot agree, they are to select a fifth party, a resident of Newburgh, as arbitrator, who is not interested in the business, either as employee or employer, and the decision of a majority of such committee to be final. It is further agreed that the members of the Union are to remain at work until a decision is rendered.

It is understood and agreed the men are to receive their pay every Saturday afternoon up to and including Friday.

It is also mutually agreed between the Higginson Mfg. Co. and The Plaster Material Workers' Union that in case either of the parties named heretofore have any intention of changing the schedule under which they are working, The Higginson Mfg. Co., on its part, is to notify the Plaster Material Workers' Union on March 1, 1907, and the Plaster Material Workers' Union, on their part, are to notify the Higginson Mfg. Co. on the first day of March, 1907, plainly stating the proposed change.

This agreement applies only to laborers, coopers and trimmers. Such other employees as the Higginson Mfg. Co. may see fit to designate from time to time, as engineers, firemen, calciners, millers, stone dressers, night or day watchmen, shipping clerks, weighers, boss-cooper, and foreman of bag department, shall not be included in this agreement.

The above is satisfactory to The Higginson Mfg. Co., and their signature and seal have been affixed hereto.

THE HIGGINSON MFG. CO.,

T. H. MILLSPAUGH, *Secretary*.

IN WITNESS WHEREOF, we, the committee selected by the Plaster Material Workers' Union, agree to the above, and have signed our names.

FRANK SEITZ, *President*,

JOHN STRONG, *Secretary*,

A. D. REA,

GARRETT LEMUNYAN,

GEO. H. TAPPEN.

POTTERS' NATIONAL AGREEMENT.

[Philadelphia agreement between the United States Potters' Association and the National Brotherhood of Operative Potters, signed September 15, 1905.]

SIZE LIST.

1. A committee consisting of three representatives of the United States Potters' Association and three representatives of the National Brotherhood of Operative Potters shall be appointed to compile a uniform size list covering all articles in general ware, based on glost sizes; the said list to become effective upon a date to be set by said committee, but not later than July 1, 1906, it being agreed that the sizes adopted shall not affect, nor have any bearing upon articles the sizes and working prices of which have been established prior to the date of this agreement, but all articles introduced subsequent to October 1, 1905, shall be governed thereby.

KILN DRAWING.

2. That kiln drawers shall not be required to start work before 6 o'clock A. M., unless there be a reasonable necessity for it.

APPRENTICE JIGGERMEN.

3. That apprentice jiggermen may be employed in the following maximum ratio: One in a total of five jiggermen or less, two in ten, and one in each additional five; that the period of apprenticeship shall be two years, and the price a discount of five per cent. throughout the entire period, from the established prices for jiggered work; that in the selection of apprentices the employer shall give preference to competent jiggermen helpers who have been employed at his factory for not less than two years; that should a scarcity of competent jiggermen exist, employer shall have the privilege of putting on jigger at journeyman's wages, any journeyman in the clay department of his factory; that no journeyman shall be discharged to make room for an apprentice.

HOW TO FIGURE RATIO OF APPRENTICES.

4. In calculating the ration of apprentices in any branch of the trade all potteries under one management or ownership in any one city must be considered as one pottery; but where potteries under one management are located in different cities they shall be considered separately.

JUMPING TIME.

5. That a committee of two on each side shall be appointed to formulate an agreement whereby apprentices shall be prevented from jumping their time.

EXCESSIVE LOSS.

6. That manufacturers shall use due diligence to prevent loss from green ware cracking on moulds, and wherever excessive loss occurs and it appears that manufacturer refuses to make the necessary investigation and take immediate steps to correct such trouble, it shall be a proper matter for adjustment by the Standing Committee.

DIPPING.

7. That in the class of dipping for which 65c. per kilnman's day is paid the employer shall have the option of requiring that not less than 84 minutes

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actual working time be given to dipping each kilnman's day, and that not more than $5\frac{3}{4}$ kilnman's days shall be allowed for a day's work of eight hours actual working time.

That in the class of dipping for which 45c. per kilnman's day is paid, the employer may require that not less than 58 minutes actual working time be given to dipping each kilnman's day, and that not more than $8\frac{1}{4}$ kilnman's days shall be allowed for a day's work of eight hours actual working time.

Apprentice dippers shall work under the following terms:

First 6 months, \$1.25 per day of 8 hours actual work.

Second 6 months, \$1.50 per day of 8 hours actual work.

Second year, \$1.75 per day of 8 hours actual work.

Third year, \$2.25 per day of 8 hours actual work.

Fourth year, \$2.75 per day of 8 hours actual work.

An apprentice may be put on whenever it is not possible to secure a competent journeyman. The time of the apprentice shall be figured at \$3.50 per day of eight hours working time, and the difference between this and the amount paid the apprentice shall be divided equally between the firm and the boss dipper over said apprentice. The boss dipper shall be required to turn into office, time and rate of each apprentice and journeyman under him, and they shall be paid individually from the office.

JIGGERING.

8. That the price for making the one-piece mould chamber of the style commonly made in Trenton shall be 43c. per dozen complete.

9. The prices for jiggering slop pails shall be as follows:

Straight side, flat top, with or without inside verge, 50c.

Bellied pail, flat top, without inside verge, 50c.

Bellied pail, flat top, with inside verge, 60c.

10. That no claim for extra price be demanded for lug or festoon on basin that does not protrude beyond the line of the basin more than three-eighths of an inch; if lug is larger or shape unusually difficult, price shall be determined upon merit. Measurement of lug shall be taken in glost state. It is understood that this provision shall not disturb any fixed or settled price for any basin now being made; it being conceded that prices now being paid in the West for fancy basin are sufficient and satisfactory, and no increase is to be asked during the life of this agreement for any new basin of similar style.

TURNING.

11. That the following turning prices be established for work not heretofore covered by the uniform scale:

Topped, bottom turned, side sponged or burnished, or turning complete, without cutting out foot.

Thin or fancy tea cups, 3 cents per dozen.

Thin or fancy coffee cups, $3\frac{1}{2}$ cents per dozen.

Thin or fancy bowls, 30s, $4\frac{3}{4}$ cents per dozen.

Thin or fancy bowls, 36s, $4\frac{1}{4}$ cents per dozen.

Topped and polished only or topped and sponged only:

Thin or fancy tea cups, 2½ cents per dozen.

Thin or fancy coffee cups, 3 cents per dozen.

Thin or fancy bowls, 30s, 4¼ cents per dozen.

Thin or fancy bowls, 36s, 3¾ cents per dozen.

Prices for any special method of turning not covered by above definitions, or by the uniform list shall be settled on merit.

Employer shall have the privilege of giving any article on the turning list to apprentice turner during the last year of his service.

MOULD MAKING.

12. That the manufacturer shall have the option of counting separately the work of each mouldmaker journeyman and apprentice, and of paying each separately from the office.

Apprentice mouldmakers shall serve the same term, and at the same discounts as those established for pressers; the apprentice shall be given the opportunity to thoroughly learn blocking and casing during the last two years of his service as an apprentice; an apprentice may be put on whenever it is not possible to secure a competent journeyman.

SAGGERMAKING.

13. The saggermakers shall bear the expense of putting up the soak, but where employer requires a second pugging, the firm shall bear the additional expense; the saggermaker shall put up his own soak in all cases except where it is mutually agreeable to saggermaker and firm that the latter shall do the work. All pin sagers shall be stripped outside punch holes when the firm so desires.

KILN PLACING.

14. The employer may require that all Glost and Bisque kilnmen shall put in not less than five hours actual working time for what is known as a kilnman's day, and should this time limit not prove effective in producing satisfactory workmanship, this question may be reopened and revised at the expiration of this agreement.

It is understood that whenever kilnmen are unable to place kilns on time by working one and one-half kilnmen day each day, they shall be required to put on additional men. It is agreed that the question as to whether an allowance shall be made the firm or hollow-ware bungs placed where pinned ware belongs in the same kiln where double price is paid for pinned ware in the first ring, shall be submitted for settlement by the Standing Committee of the West.

PACKING.

15. That the firm shall have the option of employing all packers at day wage, and of paying all packers either on day wage, or on piece work, individually from the office; that journeyman packers shall be paid \$3 per

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day for all day work, and that nine hours shall constitute a day's work, with the exception of pay Saturday, which shall be eight hours.

Apprentice packers' shall work under the following terms:

First year	\$1.50 per day.
Second year	2.00 per day.
Third year	2.50 per day.
Fourth year	Journeyman.

An apprentice may be put on whenever it is not possible to secure a competent journeyman.

Where a foreman packer is employed over a day wage crew, the wages of such foreman shall be adjusted between him and his employer.

CASTING.

16. That a committee consisting of two manufacturers and two operatives shall be appointed to formulate a uniform scale for casting small jugs and individual creams; that prices to be fixed from time to time for casting other articles, shall be set on merit and shall not be influenced by established for pressing the same article.

DISHMAKING.

17. That the firm shall have the privilege of giving any article on the dishmaking list to apprentice dishmakers during the last two years of their service.

HANDLING.

18. That one-half cent per dozen be paid for boxing cups with the use of starch or other adhesive material, and that nothing shall be paid for this work where no cementing preparation is employed; that the firm shall have the option of having boxing done by an employee independent of the handler; that the employer may require that all handles be cut and stuck on, and all cups boxed by a journeyman or apprentice handler, and that all handles shall be properly finished and trimmed.

STANDING COMMITTEE.

19. That the Standing Committee East and West shall be appointed as herefore, to adjust matters that cannot be settled between the firm and employee; that Standing Committee shall meet at stated intervals of thirty days, and all work in dispute shall be continued pending, and subject to the decision of the Standing Committee; that a disinterested man be appointed in the East and in the West, to whom shall be referred for final decision all matters that result in tie vote in the Standing Committee.

TIME CLOCK.

20. That the National Brotherhood of Operative Potters recognize the right of the manufacturer to require that all day wage employees shall register time of beginning and quitting work on time clock, or other time recording device, and of paying according to this record.

SQUARE DEAL CLAUSE.

21. That in the interpretation and application of the wage agreement and uniform scale, both sides shall recognize the intent to establish a fair day's wage for a fair day's work; that they shall not insist upon technicalities where the opposite intent is clear and when points arise not clearly and literally covered by the list, they shall be decided upon merit, and shall not be governed by what the wage scale may specify for something similar. When any material change from that contemplated by the uniform scale is made in the method of doing any particular work, or of making any particular article, rendering such work more difficult or more simple, full allowance shall be made for said change either by an increase or a decrease in the price as the case may be.

22. It is agreed that no price or condition shall be considered settled by reason of the fact that it has been agreed upon by a firm not a member of the United States Potters Association, or by a workman not a member of the National Brotherhood of Operative Potters.

PENALTY FOR VIOLATION OF AGREEMENT.

23. In view of the fact that the committee representing the United States Potters Association and the National Brotherhood of Operative Potters are both empowered with full and final authority to act for their respective organizations in the formation of this agreement, it shall be considered that the individual members of both are parties to this contract, and should any individual member of either refuse to accept any condition herein, or should any one withdraw from his organization by reason of his dissatisfaction with the terms hereof, such act shall be considered a violation of contract on the part of that individual, and shall cancel his right to demand that he shall participate in the benefits and privileges of this wage agreement, and his right to demand that he shall employ or be employed at the rates and under the conditions specified.

Both parties to this agreement, through their duly authorized representatives of the conference committee, pledge themselves to use every honorable means to enforce the acceptance and observance of this agreement by all parties affected; to discourage any opposition on the part of individuals and to favor in every reasonable way those employers and employees who faithfully and honorably abide by this contract in all its provisions.

UNIFORM SCALE.

24. That a new and revised issue of the uniform scale be published which shall cover all prices and conditions established to this date, either by the uniform scale of May 1, 1900, by decisions of the Standing Committee East and West, or by agreements in conference committee, and that the cost shall be equally divided between the United States Potters Association and the National Brotherhood of Operative Potters.

25. All prices and conditions specified by the uniform scale of May 1, 1900, except as later revised, and all subsequent settlements that have been regularly made, shall become a part of this agreement in so far as they do not conflict therewith.

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AGREEMENT EXPIRES.

26. That this agreement shall become effective and apply to the first full pay after October 1, 1905, and it is expressly understood that neither party to this agreement shall make any demand, or submit any proposition to change, amend or qualify any of the prices or provisions of the uniform scale as amended by the foregoing agreement, prior to October 1, 1907, unless unforeseen conditions should arise creating a reasonable necessity for opening the agreement.

Signed for the Manufacturers:

W. E. WELLS,
GEO. C. THOMPSON,
JOSEPH G. LEE,
H. N. HARKER,
J. H. MULHERON,
M. CALLEAR,
F. H. SEBRING,
C. A. FRANZHEIM.

Signed for the N. B. of O. P.:

T. J. DUFFY,
EDWARD MENGE,
S. W. CRAWFORD,
THOS. J. HUMPHREY,
FRANK H. HUTCHINS,
JOHN T. WOOD,
S. M. MOORE.

QUARRY WORKERS (PAVING BLOCK CUTTERS), ALBION.

[Cf. Table I, p. 38.]

ARTICLES OF AGREEMENT.

*Made and entered into this day of
190.., by and between of
Orleans County, New York, party of the first part, and Branch No.
of the Paving Cutters' Union of the United States of America and
Canada, by the Secretary of said Branch, hereunto duly authorized and
empowered, witnesseth:*

That from and after January 1st, 190.., the prices to be paid for cutting paving in the quarry or quarries operated or controlled by said party of the first part, shall be as follows, to wit:

For standard blocks, 8 to 12 inches long, 6 to 6½ inches deep, and 3½ to 5 inches thick, fifty-five cents per yard, or \$20.00 per thousand blocks to average 27 to the yard.

Party of the first part to count up blocks at least once every two weeks.

For street railway blocks, 7 to 12 inches long, 4 to 5 inches deep, and 3½ to 5 inches thick, fifty-five cents per yard.

It is further agreed that all block stock and common paving stock shall be properly quarried, sorted in quarry and hauled to separate piles.

The party of the first part shall furnish loan of sledges and scappling hammers, and do all tool sharpening free of charge for all paving cutters in employ.

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The party of the first part shall measure up all blocks and paving cut at quarry or quarries, and pay for the same in full in cash at least once in every two weeks, and any paving cutter discharged shall receive his pay in full immediately on discharge.

Day work shall be paid for at the rate of forty (40) cents per hour, and nine hours shall constitute a day's work.

Should paving or blocks of specifications different from those hereinbefore set forth be required, the party of the second part shall have one week's time in which to propose a price for same.

The party of the first part shall employ only paving cutters who are members of the Paving Cutters' Union of the United States of America and Canada, or paving cutters eligible to membership in said Union.

In case either party of the parties hereto desire to terminate, cancel, change or modify this agreement, they may do so at the expiration of one year from the date hereof or any yearly period thereafter, provided notice in writing of such intention be given the other party at least three months prior to the expiration of any such yearly period, otherwise the same shall be, remain and continue in full force and effect indefinitely.

In witness whereof the parties hereto have hereunto set their hands this day of, 190...

STONE CUTTERS, NEW YORK CITY.

[Agreement between the Greater New York Cut Stone Contractors' Association and the Stone Cutters' Society of New York and Vicinity, adopted January 27, 1905.]

FIRST. Eight hours shall constitute a working day, five days in the week, and four hours on Saturday.

SECOND. Members of the Stone Cutters' Society shall receive his wages every week, and must be paid during working hours.

THIRD. No apprentice will be permitted to start at the trade whose age shall exceed twenty-one years.

FOURTH. Employers shall provide proper protection from the sun, for employees, during the months of June, July, August and September, plugger and fitter excepted.

FIFTH. The rate of wages shall be: First grade \$5 per day; second grade, \$4.50 per day; third grade, \$4 per day. Exempt members shall be permitted to make such terms with their employers as they shall mutually agree on.

SIXTH. One-third of all the stone cutters employed in the several shops must be first grade members.

SEVENTH. At least once a month employers shall furnish the secretary of this society with a list of members of the society at work in their shops.

EIGHTH. The arbitration plan adopted at a conference held July 3, 1903, between the Board of Governors of the Building Trade Employers' Association and the representatives of the labor unions, with explanatory clauses, as adopted by the above joint conferences on July 9th, 1903, shall form part of this agreement.

NINTH. This agreemnt shall be in effect until February, 1907.

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STONE CUTTERS, ROCHESTER.

[Trade rules of the Rochester Branch of the Journeymen Stone Cutters' Association of North America, signed by seven employers.]

ARTICLE 1. Eight hours will constitute a day's work.

ARTICLE 2. Fifty cents per hour, with time and one-half for over time.

ARTICLE 3. On and after the 1st of June, 1904, the employers agree to furnish all two-handed tools.

ARTICLE 4. All curb and cross walks to be cut as piece work.

ARTICLE 5. The stone cutters will not call a strike without first sending a committee to meet employers.

STONE CUTTERS, SYRACUSE.

[The following are the provisions of the agreement between the Syracuse branch of the Journeymen Stone Cutters' Association of North America and their employers, made on January 1, 1906, and reported by the union as signed by four firms.]

FIRST. That the hours of labor shall be eight hours per day for five days and four hours on Saturday.

SECOND. That the wages shall be fifty cents per hour for all men employed at stone cutting.

THIRD. That the employers shall furnish shed room for all stone cutters from May 1 to October 1, 1906, the rest of the year the men to work outside of shed, except in case of rain or snow, when they are to be furnished shed room.

FOURTH. The employers to sharpen all tools used in cutting stone; also, to furnish all two-handed tools such as stone picks, bush hammers, big hammers, patent hammers and pean hammers.

This agreement to be in force one year from May 1, 1906; a new agreement to be made on the first of each year, to go into effect the first of May following.

II. METALS, MACHINES AND CONVEYANCES.

BLACKSMITHS, ALBION.

[Reported by the union as signed by all employers.]

This agreement mutually entered into between the International Brotherhood of Blacksmiths and Helpers, Local Union No. 462, and the firm of.....

That the said firm agrees to employ none but members in good standing of the International Brotherhood of Blacksmiths and Helpers on and after the acceptance of this agreement on the part of both parties.

That the work hours shall be nine hours per day. Beginning at 7 A. M. and continuing until 12 M., and commencing at 1 P. M. and continuing until 5 P. M.

The members of the International Brotherhood of Blacksmiths and Helpers agree on their part to render faithful service while in the employ of the said firm. That they will vigilantly guard the interests of the firm for which they are employed and agree to abide by the shop rules adopted by the aforesaid firm.

The firm agrees to maintain the premises in as healthy condition as the nature of the work will admit of; will take all necessary precautions to

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guard against accident and injury to the employees and shall keep the premises in a good sanitary condition.

The wages paid to blacksmiths shall be as follows: First-class blacksmiths, 30 cents per hour; second-class blacksmiths (minimum), \$2.50 per day; helpers (minimum), \$1.75 per day.

Should it become necessary to reduce expenses, the company agrees to reduce the hours to eight per day before reducing the force. Should it become necessary to further reduce expenses, the company on its part agrees to decrease the force, and in so doing the seniority, proficiency to govern as well as consideration for married and single men, who have families to support.

Believing if this agreement is entered into on the part of the company and the blacksmiths and helpers that a better understanding may be arrived at and that all may be properly benefited.

This agreement shall be in force on and after the 15th of March, 1906, and to remain in force for the period of one year, or susceptible of change should it be desirable and be mutually agreed upon by both parties after giving sixty (60) days' notice of the said desired changes.

JAMES KERWIN,

President.

OMAR DILTS,

Secretary.

WALTER GARRISON,

JOHN FINKELMAN,

RICHARD NEWCOMBE,

TOMMY VINCAL,

JAMES O'BRIEN,

ALBERT CLOSE,

For the I. B. of B. & H.:

For the firm:

MACHINISTS, BOSTON AND MAINE RAILROAD.

To Master Mechanics:

The following instructions will govern the rate of compensation and service of machinists and apprentices:

Section 1. Nine (9) hours shall constitute a day's work and eight (8) hours Saturday.

Section 2. No reduction in the weekly rate of pay will be made on account of this reduction in the hours of labor.

Section 3. All time over the regular hours, including Sundays and holidays, shall be paid for at the rate of time and one-half. When men are called from their homes to work overtime and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours' pay.

Section 4. In case of discipline, right of appeal will be granted if exercised within ten days. If the investigation finds the accused blameless, his record will remain as previous thereto and he shall receive pay for all time lost.

Section 5. Machinists when sent out on the road to work will be paid actual expenses, and all regulations in the shops and round houses, in regard to working hours, will be applied thereto.

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Section 6. In case either the company or the machinists employed by them should wish to change this schedule, a notice of thirty days will be given of the proposed changes.

HENRY BARTLETT,
Supt. Motive Power.

Approved: C. E. LEE,
Asst. Gen'l Manager.
BOSTON, MASS., MAY 17th, 1906.

MACHINISTS, ERIE RAILROAD COMPANY.

[Agreement entered into between the Erie Railroad Company and its machinists, commencing July 1, 1906, to continue for one year.]

FIRST. Ten hours to constitute a day's work for all machinists on the Erie railroad working at hourly rates.

SECOND. All overtime worked by hourly rate men to be paid for at the rate of time and one-half, and all time worked by such men Sundays and the following holidays: New Year's, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas, shall be paid for at the rate of time and one-half, except regular seven-day men, who may of their own election or mutual agreement work twelve hours at straight time.

THIRD. A machinist shall be either a competent floor hand, lathe hand, vice hand, planer hand, die sinker, tool maker, motion work repairer, locomotive air brake repairer, locomotive axle lathe hand, shaper hand, valve setter, milling machine hand, slotting machine hand, or boring machine hand, except car wheel borer, Gisholt Chucking machine hand.

FOURTH. Helpers and handy-men will not be advanced to the detriment of machinists.

FIFTH. Machinists sent out on the road to do emergency work will be allowed one dollar per day for living expenses.

SIXTH. Should it become necessary to reduce expenses, men will be given preference according to their ability, merit and length of service. The company will not reduce the number of men, when in the opinion of its officers it is practicable to accomplish the necessary economy by reducing the number of hours, men being laid off under such conditions to be given preference when force is again increased.

SEVENTH. Any apprentice engaging himself to learn the machinist trade shall be not less than sixteen nor more than twenty-one years of age. One apprentice may be employed in each shop irrespective of the number of machinists employed and one additional apprentice for every five machinists employed therein. This rule not to affect any apprentices already in the service. The period of apprenticeship shall be four years of 300 days per year; three years on the various machines and special jobs, and he shall not serve more than six months on any one machine or special job.

Apprentices shall be rated as follows: First year, per hour, 8 cents; second year, per hour, 10 cents; third year, per hour, 12 cents; fourth year, per hour, 14 cents, and after working four years, he shall, if retained in the service, receive the following rate for the shop where he is employed: Huntington, 25 cents; Galion, 25 cents; Cleveland, 25 cents; Meadville, 24 cents; Buffalo, 24 cents; Hornell, 24 cents; Susquehanna, 24 cents; Dunmore, 23 cents; Jersey City, 23 cents.

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EIGHTH. Machinists and machinist apprentices shall not be discharged or suspended without sufficient cause. If, after investigation, the employee is found to have been unjustly discharged or suspended, he will be reinstated and receive his pay for all lost time. All cases to be investigated within five days after discharge or suspension.

NINTH. This agreement does not apply to special apprentices.

TENTH. The Erie Railroad Company, believing in arbitration as a method of settlement for certain differences, adopts the following as its policy in dealing with its employees:

"It will at all reasonable times give any employee or employees or their representatives an opportunity of discussing with the officers of the company any matter connected with their service. When a difference arises as to the conditions of employment, and after a full discussion of the matters at variance a mutual satisfactory arrangement is not reached, the Erie Railroad Company hereby agrees to submit the case to a competent disinterested board of arbitrators to be chosen as follows: Each party to choose one member, the two so chosen to unite on a third; the decision of any two to be final and binding upon both the company and the employees. Meanwhile the service is to be continued and in case the matter in controversy is one of wages the wages fixed by the arbitration shall be in force from the date of the request for an advance."

ELEVENTH. Machinists will not be required to operate two machines.

For Committee of Employees:

For Erie Railroad:

MACHINISTS, NEW YORK, ONTARIO AND WESTERN RAILROAD COMPANY.

Agreement between the International Association of Machinists and the New York, Ontario and Western Railroad Company, effective July 1, 1906.

Article 1. Ten (10) hours shall constitute a day's work.

Article 2. Time and one-half shall be allowed for all overtime.

Article 3. Time and one-half shall be paid for work performed on Sundays and all holidays that are legal in the State where the work is done, and when a holiday falls on Sunday, the day designated by the State or Nation shall be allowed.

Article 4. If working hours are reduced to less than ten (10) hours, all time worked over the hour stipulated by the company shall be paid for at the rate of time and one-half.

Article 5. If a machinist or apprentice is required to work overtime, he shall be paid not less than five (5) hours for the time worked, up to three (3) hours and twenty (20) minutes; if he works longer than that, he shall get the regular time and one-half.

Article 6. Machinists or apprentices sent out on the road shall receive full time and overtime according to regular hours at home station, and in addition, all necessary expenses.

Article 7. Machinists' work shall be performed by machinists or apprentices to the machinists' trade. Any person who has served an apprenticeship,

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or had four (4) years' varied experience at the machinists' trade, and in the opinion of the Master Mechanic and Shop Committee he is qualified by his skill and experience to do a machinist's work, he shall be classed as a machinist and paid accordingly.

Article 8. There shall be not more than one apprentice to each shop and one additional apprentice to each five (5) journeymen employed, provided that if this number is exceeded July 1, 1906, no discharge of apprentices shall take place by virtue of acceptance of this provision, and no additions made. All apprentices shall be moved at least every six months if competent, Shop Foreman and Shop Committee to be judges.

Section 2. All apprentices shall receive the following rates: First year, 8 cents per hour; second year, 10 cents per hour; third year, 13 cents per hour; fourth year, 16 cents per hour.

Section 3. When an apprentice has served four (4) years he shall receive the journeyman's pay, if competent.

Article 9. When any changes occur in the shop force the older men in the service shall be given preference. Any man being placed on a vacant job shall receive the same pay as his predecessor, and thirty days to decide competency.

Article 10. Machinists who, by reason of their long and faithful service in the employ of this company, shall have become unable to handle the heavy work to advantage, shall be given preference on such light work as they are competent to handle.

Article 11. Any committee of our association having grievances shall have the right to present same whether it be on or off duty hours.

Article 12. There shall be no discrimination against men who may serve on grievance committees.

Article 13. When requested, this company will grant leave of absence and furnish free transportation over its own or leased lines to committees of our association who desire to go before the management for adjustment of grievances.

Article 14. In cases of sickness, members of our association shall have at least forty-eight (48) hours in which to report to foremen.

Article 15. All machinists in the employ of this Company on July 1, 1906, receiving less than twenty-eight (28) cents per hour, shall receive a level advance of one (1) cent per hour.

Article 16. In consideration of the adoption of this agreement the minimum rate at all points on this system shall be twenty (20) cents per hour.

Article 17. These rules and regulations shall become effective July 1, 1906, and continue in force for at least one year with the understanding that they can be taken up for modification on or after July 1, 1907, on thirty (30) days' notice.

(Signed) GEO. W. WEST,
 Supt. Motive Power.
HERBERT LEWIS,
GEORGE MILLER,
JOHN MUNLEY,
TIM GILMARTIN,
DAVID JOHN,
H. B. SANFORD.

MACHINISTS, TARRYTOWN.

TARRYTOWN, N. Y., November 1, 1905.

AGREEMENT entered into between the Maxwell-Brisco Motor Co. and Hudson Valley Lodge No. 415, International Association of Machinists, to govern the employment of machinists at the company's shops at Tarrytown, N. Y.

FIRST. There shall be employed but one machinist's apprentice to the shop, and one apprentice to every five machinists thereafter.

SECOND. The terms of apprenticeship shall be four years. Apprentices to be paid \$2.50 for the first three months after expiration of the apprenticeship and the minimum rate thereafter, this only to apply to machinist's apprentice.

THIRD. Nine hours to constitute a day's work.

FOURTH. Overtime to be paid at the following rates: time and one-half from 5 P. M. to 12 M.; double time thereafter, upon repairs, installation of machinery or other work on the plant; time and one-half for Sundays or legal holidays; for articles manufactured for sale, double time on Sundays or legal holidays.

FIFTH. The minimum rate of pay for machinists shall be \$2.65 per day.

SIXTH. All lathes, planes, boring mill, universal grinders, automatic gear cutter, key seater, universal miller and work on all screw machines from and including number 4 and larger, shall be done by machinists who shall receive the minimum rate of pay. The minimum rate shall also be paid to the final assemblers of motors and transmissions and for all bench work connected with same which is properly machinist's work.

SEVENTH. The minimum rate of pay for all tool, die or jig work shall be \$3.25 per day.

EIGHTH. The minimum rate of pay for plain milling machine work when not done by apprentices shall be \$2.50 per day.

NINTH. The minimum rate of pay for screw machines smaller than number 4, also drill press work and plain filling, shall be \$1.75 per day. This to apply to handy men as well.

TENTH. Regular rate of pay for night gang of machinists shall be thirty cents per hour. The same proportion in advance to be given for other classifications made in these articles; and for all time over fifty-four hours a week, the pay shall be at the rate of time and one-half.

ELEVENTH. There shall be no discriminations against men on account of their being members of any labor organization or for serving on committees. This agreement to be in force up to November 11, 1906, when it will be renewed if satisfactory to both parties for a year from that time.

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METAL POLISHERS, ETC., NEW YORK CITY.

[Signed June 27, 1906.]

*This agreement, made and entered into between.....,
party of the first part, and the Metal Polishers, Buffers, platers, Brass
Moulders, Brass and Silver Workers, party of the second part.*

ARTICLE I. The party of the first part agrees to hire none but members of the above named organization in good standing, providing the organization can supply competent men within five days. Failure on the part of the organization to supply the men required within the specified time, the firm reserves the right to hire any non-union men, on condition that he make immediate application to join the organization, but under no condition can a non-union man be employed who shall have charges pending against him by said organization.

ARTICLE II. The hours of labor shall be from 8 A. M. to 12 o'clock noon, and from 1 P. M. to 5 P. M., except Saturdays, on which day it shall be from 8 A. M. to 12 noon, and from 1 P. M. to 4 P. M. During the months of May, June and July, the starting shall be 7:30 A. M., and quitting time a half hour earlier than during the other nine months.

ARTICLE III. All overtime over regular quitting time until midnight shall be paid at the rate of one and one-half time. All over that time, including Sundays and holidays, to be paid at the rate of double time.

ARTICLE IV. The minimum rate of wages shall be \$3.50 per day.

ARTICLE V. There shall be one shop apprentice for each store, and one for every five journeymen, or majority fraction thereof.

ARTICLE VI. Any workman reporting for work at starting time in the morning shall be given one-quarter day's pay and car fare, if there is no work for him, unless notified the day before.

ARTICLE VII. The business of a representative of the union, if any, is with the office only, and complaints must be made in writing.

ARTICLE VIII. The firm reserves the right to discharge any employees for any reasonable excuse, except for the purpose of discrimination.

ARTICLE IX. No strike or lockout, sympathetic or otherwise, shall occur, for any cause whatever, other than such as may relate to matters within the purview of this agreement.

ARTICLE X. There shall be a shop steward in the factory, whose duty it shall be to see that all members of the organization are in good standing in the organization, and obey all factory rules.

ARTICLE XI. Any grievance that may arise shall be settled, if possible, by the representative of the firm and the representative of the organization, and in event of failure on their part to agree, the case shall be referred to an arbitration committee, which shall consist of two representatives of the firm, two representatives of the organization and a fifth party, to be chosen by the foregoing four, both parties agreeing to abide by the decision arrived at by said committee.

ARTICLE XII. The time of expiration of contract to be January 1, 1909, with proviso that the arbitration committee meets three months prior to expiration of contract, to agree on terms of new contract. The decision of the arbitration committee to be final and binding as to the new agreement.

Dated, New York, , 1906.

MOLDERS, NEW YORK CITY.

[Reported by union as signed by forty employers.]

AGREEMENT signed this 30th day of April, 1906, operative May 1, 1906, between certain Foundrymen of Greater New York, Jersey City and Hoboken and the Iron Molders' Union of North America.

FIRST. That the minimum wage rate paid molders shall be \$3.25 per day and coremakers \$3, wages paid above that rate to be maintained; that this wage shall continue in force until May 1, 1907.

SECOND. That an old or infirm molder or coremaker not competent to perform the average day's work will be privileged to work for such rate of wages as can be agreed to between him and the foundrymen or his representative.

THIRD. That an apprentice, after completing his apprenticeship of four years, shall receive for the next six months such wages as may be mutually agreed upon between him and his employer.

FOURTH. That the Iron Molders' Union will not sanction nor permit any collective action to enforce a higher rate of wages than specified herein.

FIFTH. That the employer, when he uses molding machines, shall employ workmen other than molders to operate them, provided he has notified the Business Agents of the Iron Molders' Union to supply him with molders and the Business Agent three days after such notice fails to supply him with molders who will produce the standard amount of work within a reasonable time.

SIXTH. That when any foundryman has occasion to complain of a restriction of output he shall report such restriction to the Business Agent of the Iron Molders' Union who shall use his best efforts to correct such conditions.

SEVENTH. That should any dispute arise between an employer and the molders or coremakers in his employment which he and the Business Agents of the Iron Molders' Union cannot adjust, that such subject in dispute shall be submitted to arbitration and pending such arbitration there shall be no cessation of work.

EIGHTH. That any foundry which runs overtime shall pay to its molders and coremakers time and a half and double time for Sundays and legal holidays, said legal holidays being New Year's Day, Lincoln's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

NINTH. That this agreement shall continue in force from April 30, 1906, to May 1, 1907, and thereafter unless sixty days' written notice be given by either party to the other party prior to May 1st in any year.

MOLDERS, ROCHESTER.

[Wage rate agreed to by the representatives of the Foundrymen's Association and Iron Molders' Union No. 11 of Rochester, April 12, 1906, and reported by the union as signed by eleven firms.]

That on and after May 1, 1906, the minimum wage rate for molders shall be \$2.90 per day; molders who now are receiving above the minimum of \$2.75, to receive an advance of 12½ cents per day.

Coremakers to receive a minimum of \$2.50 per day. All those receiving above the minimum now paid to receive an advance of 12½ cents on the present wage rate. No one to receive less than 12½ cents advance on the now prevailing wage rate.

III. WOOD WORKING AND FURNITURE.

BRUSHMAKERS, NEW YORK CITY.

[Two strikes to enforce this agreement are described in Table 1, p. 46 Reported by union as signed by ten employers.]

AGREEMENT.

METROPOLITAN DISTRICT COUNCIL, BRUSHMAKERS' INTERNATIONAL UNION.

Entered into on the ddy of , 190 , between

Brush Manufacturers, party of the first part, and the Brushmakers' International Union, party of the second part, witnesseth:

ARTICLE I. The party of the first part agrees to employ none but members of the aforesaid Union in good standing.

ARTICLE II. That nine (9) hours constitutes a day's work, or fifty-four (54) hours a week's work.

ARTICLE III. To pay the scale of prices adopted by the Joint Conference Committee of Locals 2, 6, 12, Brushmakers' International Union, a copy of which is herewith attached.

ARTICLE IV. That the proportion of apprentices shall be the number decided upon by the Joint Conference Committee of Locals 2, 6, 12, Brushmakers' International Union.

ARTICLE V. A shop employing one (1) journeyman steadily and not more than fifteen (15) journeymen, one (1) apprentice; above fifteen (15) journeymen, up to and including thirty (30) journeymen two (2) apprentices; above thirty (30) journeymen, three (3) apprentices.

ARTICLE VI. The apprentice must serve four (4) years, equally divided amongst the branches of the trade carried on in said shop.

ARTICLE VII. All apprentices must serve under competent journeymen and must receive full price for their work.

ARTICLE VIII. The journeyman teaching the apprentice must receive one-third ($\frac{1}{3}$) of the apprentice's wages and both are responsible for quality of work done.

ARTICLE IX. An apprentice is a person having no previous experience at the trade of brushmaking and must be at least sixteen (16) years of age when starting their apprenticeship and must carry the apprenticeship card of the Brushmakers' International Union. Any one sixteen (16) years of age who has had previous experience at the trade must serve as an apprentice.

ARTICLE X. A journeyman is a person skilled in the branches of the trade of brushmaking they work at.

ARTICLE XI. All overtime must be paid for as time and one-half for time workers. Piece workers must receive at least twenty-five (25) cents extra for meals for overtime.

ARTICLE XII. Draw work is the only work allowed done outside the shop, and must be paid full price. Any draw work done outside the shop by anyone working in the shop during regular working hours must receive time and one-half.

ARTICLE XIII. Not to discriminate against an employee for carrying out the mandates of the Brushmakers' International Union.

ARTICLE XIV. That nothing in this agreement shall be so construed as to decrease a member's wages who is receiving more than this scale calls for.

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ARTICLE XV. The party of the second part agrees to furnish the party of the first part with all necessary Brushmakers' International Union labels and stamps. These labels or stamps shall be put on none but brushes made under union conditions, and shall always remain the property of the Brushmakers' International Union.

ARTICLE XVI. That the party of the first part agrees to the rules of the Brushmakers' International Union in regards to labels and Stewards.

ARTICLE XVII. This agreement expires September 1, 1906.

CARPET UPHOLSTERERS, NEW YORK CITY.

**CARPET UPHOLSTERERS' UNION OF NEW YORK, LOCAL NO. 70, U. I. U.
ANNUAL AGREEMENT.**

NEW YORK, August 1, 1906.

FIRST. On and after September 19, 1906, Measurers, Cutters, Layers and Head Pressers on carpets, oilcloths and all other floor coverings, shall receive a minimum rate of wages of \$24 per week, and shall receive no less than one week's work. No members shall be subject to a decrease on account of the minimum scale adopted by this Union.

SECOND. The wages of the apprentices shall be as follows: \$10 per week for the first year, \$12 per week for the second year, \$15 per week for the third year, and \$18 per week for the fourth year.

THIRD. The working hours shall be from 8 o'clock A. M. until 6 o'clock P. M., allowing one hour for lunch.

FOURTH. All overtime shall be paid for at the rate of double time, including Sundays and legal holidays.

FIFTH. All carpet and oilcloth work (new and old) done by this firm, or sublet, whether in this city or out-of-town, shall be done by members of the Carpet Upholsterers' Union of the Upholsterers' International Union of North America.

SIXTH. All carpet and oilcloth measurers, cutters, layers and head pressers, employed by firms where members of this Union are employed, shall be members of the Carpet Upholsterers' Union, Local No. 70, of New York and vicinity, except as provided for out-of-town work in the fifth clause.

SEVENTH. One (1) apprentice shall be allowed to every ten (10) carpet workers. All apprentices shall be required to serve four years at their respective branches before graduating as a journeyman of the craft.

EIGHTH. The first clause shall not bind the employers to keep in their employ for one week men who prove incompetent.

Neither shall it be interpreted to mean that the measurers, cutters, layers and head pressers on carpet and oilcloth shall receive pay for legal holidays where services are not rendered.

And it is further provided that it will be optional with the employers to make each Saturday between the 15th of June and the 1st of September a full or a half working day and pay accordingly.

From 8 o'clock A. M. until 12 o'clock noon shall constitute a half working day on Saturdays between June 15th and September 1st.

NINTH. This agreement to go into effect September 4, 1906, and to remain in force one year.

Signed

For the firm of

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WOOD CARVERS AND MODELERS, NEW YORK CITY.

[Signed June 1, 1906.]

An agreement made and entered into on , 1906, by and between the Firm of and the International Wood Carvers' Association of New York and Brooklyn, parties of the second part.

FIRST. Eight hours shall constitute a day's work on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours shall constitute a half day's work on Saturday forenoon.

SECOND. Wages of wood carvers to be as follows (four ratings): \$3.75, \$4.25, \$4.50 and \$5 per day; they to receive their rating as prescribed by the New York Wood Carvers' and Modelers' Association.

THIRD. That all labor performed in excess of the regular working days enumerated above, or legal holidays, must be paid at the rate of double time. Overtime or work on Sundays will not be permitted, except in cases of extreme emergency. In all cases where overtime is required the consent of the Wood Carvers' Association or their Business Agent must be obtained. Piece work or contract work shall not be permitted.

FOURTH. That all carvers shall be paid on or before Saturday at 12 m. (noon) in all cases. When carvers are laid off or dismissed one-half hour's notice shall be given with wages due to date of dismissal.

FIFTH. All carvers employed must be members in good standing of the International Wood Carvers' Association of New York and Brooklyn.

SIXTH. All contracts for wood carving sublet by firms who are parties to this agreement shall in all cases be done by members of the New York Wood Carvers' and Modelers' Association of New York and Brooklyn, under the conditions as provided by this agreement and in such shops recognized and under agreement with this Association. In such instances the Wood Carvers' Association or its Business Agent must be notified.

SEVENTH. One apprentice shall be allowed to every firm employing from one (1) to five (5) carvers; two (2) apprentices to every firm employing from five (5) to ten (10) carvers; three (3) apprentices to every firm employing from ten (10) to fifteen (15) carvers or more; three (3) apprentices being the limit in any shop. All apprentices shall serve four (4) years and shall receive work and proper instructions during their term in all branches of wood carving.

EIGHTH. The authorized representative of the Union shall be permitted at all times, when occasion may require his presence, to visit buildings in course of construction or alteration and other work shops of the firms who are parties to this agreement.

NINTH. In case of any contemplated changes by either party to this agreement, a notice in writing shall be given stating fully what the proposed changes are at least three (3) months prior to the expiration of this agreement; and unless such notice is received within the time herein specified, this agreement shall be considered binding on both parties for each succeeding year.

This agreement to take effect June 1, 1906, and remain in force until January 1, 1908.

WOOD WORKERS, NEW YORK CITY.

This agreement, made and entered into this first day of February, 1906, between Manufacturing Wood Workers' Association, party of the first part, and the Amalgamated Wood Workers' International Union of America, through their duly authorized representatives, the Wood Workers' Council of New York and vicinity, party of the second part, witnesseth:

ARTICLE I. The party of the first part agrees to hire none but men in good standing of the Amalgamated Woodworkers' International Union who carry the card issued by the Woodworkers' Council, under the jurisdiction of said Amalgamated Woodworkers' International Union, or who shall signify their intention to make application for membership in said Union within ten days from date of the employment.

The party of the second part hereby agrees to furnish the members of the party of the first part the necessary mechanics required by them in the conduct of their business.

ARTICLE II. The number of hours which shall constitute a week's work shall be fifty, and any overtime shall be paid for at the rate of time and a half, it being further agreed that no work, except in cases of emergency, shall be performed on Saturdays after the hour of 12 o'clock noon, on Sundays or on any of the following legal holidays, viz: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day and Christmas Day, it being understood that any work performed on any of the above-named days will be paid for at the rate of double time.

ARTICLE III. The minimum scale of wages for bench hands and machine hands of the first class shall be nineteen dollars (\$19) per week, and for bench hands and machine hands of the second class shall be fifteen dollars (\$15) per week.

It is understood and agreed that all mechanics at present in the employ of manufacturers, parties of the first part, shall have their wages advanced one dollar (\$1) per week.

It is further understood that all employees who are receiving more than the foregoing minimum scale shall not be subject to any reduction in their wages by reason of the adoption of this agreement.

The qualification "First-Class Men" shall apply only to workmen capable of executing work in a satisfactory manner from detail drawings, and to machinemen who are capable of caring for and setting up their own machines.

ARTICLE IV. Party of the first part may employ one apprentice for every five benchmen or majority fraction thereof, and one apprentice for every five machinemen or majority fraction thereof.

The apprentice shall serve a term of three years at the following rates, viz:

Wages for the first year, six dollars (\$6) per week.

Wages for the second year, eight dollars (\$8) per week.

Wages for the third year, ten dollars (\$10) per week, provided, however, no apprentice shall be engaged over nineteen years of age. The working hours of apprentices shall be the hours specified in this agreement.

Apprentices over sixteen years of age shall be provided with an apprentice card issued by the Amalgamated Woodworkers' International Union. No

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apprentice shall voluntarily leave the employ of his original employer to be employed by any other employer subscribing to this agreement, unless said apprentice shall receive from his original employer a written release setting forth a relinquishment of all claims upon him.

ARTICLE V. In case of any disagreement as to the true intent and meaning of any part of this agreement, or in case of any claim of violation of any part of same by either party, the question in dispute shall be referred to a board of arbitrators, consisting of two from each side, who shall meet within twenty-four hours after receiving written notice. They shall at once, upon organizing, select an umpire, to whom the matter in dispute shall be referred in case the arbitrators fail to agree, and the decision of said umpire shall be final and binding on both parties.

ARTICLE VI. It is mutually agreed by the parties hereto that the arbitration plan adopted at a conference held April 22, 1905, between the Board of Governors of the Building Trades Employers' Association and the representatives of the labor unions, is hereby made a part of this agreement, and binding on all parties hereto.

ARTICLE VII. This agreement shall take effect immediately and continue until December 31, 1906. If any change is contemplated by either party at its termination, notice in writing shall be given by the party contemplating such change at least three months prior to the expiration of this agreement. After such notice has been served, conference committee shall meet within two weeks; such notice to be legally served upon the secretary of the organization, and if no such notice is received at least three months prior to the expiration of this agreement, it shall continue in force for another year, subject to a similar three months' notice.

(For the employer, party of the first part.)

.....,
President.
.....,
Secretary.

(For the Woodworkers' Council of Greater New York and vicinity, party of the second part.)

.....,
President.
.....,
Secretary.

WOOD WORKERS, TROY.

Trade agreement between the Manufacturing Mill Owners and the Carpenters' Joint District Council of Troy.

The following rules to be in force from April 1, 1906, to April 1, 1907:

HOURS.

Nine hours shall constitute a day's work, to begin at 7 A. M. and end at 5 P. M., except on Saturday, when work shall terminate at 4 P. M. Eight hours shall constitute a day's work on Saturday.

WAGES.

The wages shall be the same as were paid from April 1, 1905, to April 1, 1906.

OVERTIME.

Overtime to be paid at the rate of time and one-half, except for the time worked between the hours of 6 P. M. Saturday and 7 A. M. Monday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, for which double time will be paid.

LABEL.

The label shall be applied to all doors, sash and blinds, to every bundle or package of trim.

No union mill hand shall work for any manufacturer or manufacturers who will keep in their employment over two days any man who has not made application to join the union.

All persons using carpenters' tools or wood-working machinery and not carrying the Quarterly Working Card of the D. C., shall be considered as non-union men. This includes apprentices, foremen, contractors, etc.

Should either party to this agreement desire a change, notice must be given of same on or before February 1, 1907.

P. S.—All employers signing these Trade Rules will be placed on the Fair List of the Building Trades' Council.

IV. LEATHER AND LEATHER GOODS.

FUR SKIN DRESSERS, BROOKLYN.

THIS AGREEMENT, made and entered into this.....day of March, nineteen hundred and six, by and between.....of the borough of Brooklyn and city of New York, party of the first part, and the Fur Skin Dressers' Union, a voluntary unincorporated trade union, party of the second part, WITNESSETH:

I. That the party of the first part agrees to employ in his place of business in the capacity of fleshers and shavers, only members of the party of the second part during the term of this agreement, and to pay them for the work to be performed by them, the prices specified in the schedule hereto annexed and made part of this agreement.

II. The party of the second part hereby agrees to furnish the said party of the first part with help which he may require during the term of this agreement; it being understood, however, that such help shall be furnished if the party of the second part is able to supply the number required.

III. And the party of the second part hereby agrees that in case it should fail to carry out the covenants and conditions of this agreement, to pay the sum of one hundred dollars (\$100) as ascertained and liquidated damages to the said party of the first part.

IV. And it is further agreed that if the said party of the first part should fail to carry out and perform any of the conditions and covenants herein mentioned, or to employ members other than of the party of the second part,

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he shall pay the party of the second part the sum of two hundred dollars (\$200) as its ascertained and liquidated damages.

V. That this agreement shall enter into force on the date thereof, and shall continue and remain binding upon the parties hereto until the 31st day of December, 1906.

In witness whereof, the said parties hereto have hereunto set their hands and seals the day and year first above written.

In presence of

VI. PAPER AND PULP.

INTERNATIONAL PAPER COMPANY AND ITS EMPLOYEES.

[Proposition submitted by International Paper Company to its employees,
July 26, 1906.]

1. The International Paper Company declares itself as favoring the system of *three shifts for four workers* in paper mills having sufficient raw material to supply the paper machines running not less than six full days each week and equipped with the modern machinery necessary to operate the system with profit.

2. We propose to put the three tour system into operation in such plants starting with one paper mill upon the first Monday of September, 1906, and continuing with one mill upon the first Monday of each month thereafter.

3. Upon June 1, 1907, if any paper mills remain upon the two tour system which can operate upon the three tour system with profit, such mills shall be changed to the system of three tours within a reasonable time thereafter.

4. Under the system of three shifts for four workers, employees shall work eight consecutive hours upon each shift—shifts shall alternate in sequence weekly, the change in tour coming at 7 A. M., 3 P. M., and 11 P. M.

5. The usual running time of the *paper machines* will be from 7 A. M. Monday morning until 7 A. M. Sunday morning—a period of six days of twenty-four hours each.

In case of accident or because of some other adverse condition beyond our control, paper machines may be run six and a half days per week, the starting time being 6 P. M. Sunday. Such running to be decided upon by conference with the New York office.

6. The hours of operating pulp mills shall be determined by the pulp situation. Pulp mills are to run six and a half days each week when their output is needed; and when mutually agreeable to superintendent and employees. Pulp mills may be run the seven full days of the week.

7. All employees to be paid weekly at established rates per hour for the number of hours worked, straight time to be paid for overtime, and for work between 7 A. M. Sunday and 7 A. M. Monday. The new hourly rate of each employee is to be determined by multiplying his present rate by 65 (his present week), and dividing the result by 48 (his new week) same carried out into three decimals.

8. There shall be no strikes or lockouts. All matters of dispute shall be adjusted in conference; all parts of the mill during any conference are to be kept running to their full capacity.

9. The Paper Company reserves absolutely the right to discharge any employee because of inefficient service, refusal to obey the instructions of a

superior, wilful disregard of the company's interests, or the doing away with a position which any man may fill.

10. It is the policy of the company to operate its plants as economically as possible. In order to partially offset the great increase in cost due to the three tours, an effort will be made in each department of each mill to reduce the crew to the most *reasonable* basis. We shall expect our employees to lend their co-operation in accomplishing these results. When any reorganization occurs, employees will be expected to perform to the best of their ability any new and different duties assigned to them. It is expected that each employee shall devote himself exclusively to his work while in the mill.

11. We propose to adopt for all mills upon the first Monday of September, 1906, a nine-hour day for day workers, men to receive the same wages for the nine hours as they are now receiving for ten hours, the hours being from 7 A. M. to 12 noon, and from 1 P. M. to 5 P. M. six days each week.

VII. PRINTING AND PAPER GOODS.

COMPOSITORS, AMSTERDAM.

[Reported by union February 2, 1907, as signed by the employers.]

*An agreement entered into on thest day of.....
190.....party of the first part, and the Amsterdam Typographical Union, No. 274, party of the second part, hereby witnesseth:*

That the parties hereto agree to and with each other as follows:

FIRST. That none but printers in good standing in the Typographical Union be employed, except by and with the consent of this union, the label committee acting as its representative.

SECOND. That after Jan. 1, 1906, forty-eight (48) hours shall constitute a week's work.

THIRD. That the minimum rate of wages shall be: For hand work, two dollars (\$2.00) per day, eight (8) hours; two dollars thirty-three and one-third cents, (\$2.33 $\frac{1}{3}$) per night, eight (8) hours; twenty-five (25) cents per one thousand (1,000) ems, for day work, and thirty (30) cents per one thousand (1,000) ems for night work. For machine work, two dollars thirty-three and one-third cents (\$2.33 $\frac{1}{3}$) per day of eight (8) hours; for night work, two dollars and eighty-three and one-third cents (\$2.83 $\frac{1}{3}$) per night, of eight (8) hours continuous work. For all overtime shall be price and one-half (1 $\frac{1}{2}$). The particular hours constituting a day may be agreed upon by the chapel and the employer. All days other than regular working days, shall be paid double price. Objectionable matter shall call for double price for piece work. It is agreed that the.....
employees will begin work ato'clock.....and end ato'clock.....

FOURTH. That but one (1) apprentice shall be allowed for every five journeymen.

FIFTH. That no business pertaining to the Union shall be transacted during working hours, unless with the consent of the party of the first part.

SIXTH. That all disagreements shall be settled by arbitration whenever possible.

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SEVENTH. That nothing in this agreement shall be construed or operated to decrease the wages in any office where more than herein called for is paid.

EIGHTH. That this agreement is to continue in force until another scale is presented.

Between employing printers of Amsterdam, N. Y., and Amsterdam Typographical Union, 274, to regulate the use of the International Typographical Union Label (Electro.)

The use of the label is allowed and governed by the following conditions and rules:

FIRST. That the union shall furnish, through its label committee, to all union offices, one or more electrotypes of the I. T. U. label.

SECOND. The union label shall at all times remain the property of Amsterdam Typographical Union.

THIRD. All infringements upon this label will be punished according to law. Under no circumstances can duplicate labels be made.

FOURTH. The label must not be loaned.

FIFTH. Employers operating more than one office shall not be allowed the label unless all offices operated by such employers are strictly union.

SIXTH. In offices where no journeymen printers are employed, permanently, the proprietor or proprietors, employed in the composing room, must become active members of said Union and remain in good standing on the active roll until such time as one or more journeymen printers, members of said union, are employed permanently in each office. The scale of prices and other rules and regulations of said union must be strictly adhered to.

SEVENTH. In case a label becomes battered or defective, it can be exchanged for a new one on application to the committee.

EIGHTH. In case of non-compliance with the above conditions and rules, the Union shall withdraw the label, and it shall not be returned until the employer, or his representative, gives a guarantee of faithful compliance in the future.

COMPOSITORS, BATAVIA.

(a) CONTRACT.

[This is the general form of contract of the International Typographical Union.]

This agreement, made and entered into this 1st day of January, 1905, by and between Griswold & McWain (Daily News), Times Publishing Co., Fie Bros., A. H. Marshall, C. J. Delbridge, through authorized representatives, the party of the first part, and the subordinate union of the International Typographical Union of the City of Batavia, known as Typographical Union No. 511, by its committee duly authorized to act in its behalf, party of the second part.

Witnesseth: That from and after January 1, 1905, and for a term of three years, ending January 1, 1908, and for a reasonable time thereafter (not exceeding thirty days) as may be required for the negotiation of a new agreement, the newspaper or job office, represented by the said party of the first part, binds itself to the employment in its composing room and the departments thereof, of mechanics and workmen who are members of Typographical Union No. 511, and agrees to respect and observe the conditions imposed by the constitution, by-laws and scale of prices of the aforesaid

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organization, copies of which are hereunto attached and made a part of this agreement.

And it is further agreed that aforesaid constitution and by-laws may be amended by said party of the second part without the consent of the party of the first part. Provided, however, that such changes do not in any way conflict with the terms of the scales and rules as set forth in this contract.

It is further agreed that the scale of prices appended to this contract shall continue in operation, without change, during the life of this contract, except as may be mutually agreed between the parties hereto.

A standing committee of two representatives of the party of the first part, and a like committee of two representatives of the party of the second part, shall be appointed, the committee representing the party of the second part shall be selected by the union; and in case of a vacancy, absence or refusal of either of such representatives to act, another shall be appointed in his place. To this committee shall be referred all questions which may arise as to the scale of prices hereto attached, the construction to be placed upon any clauses of the agreement, or alleged violation thereof, which can not be settled otherwise, and such joint committee shall meet when any question of difference shall have been referred to it for decision by the executive officers of either party of this agreement. Should the joint committee be unable to agree, then it shall refer the matter to a board of arbitration, the representatives of each party to this agreement to select one arbiter, and the two to agree upon a third. The decision of this board shall be final and binding upon both parties.

It is further agreed by the party of the first part that in the event of the installation of machines or the substitution of machines other than those at present in use, for hand composition or distribution, a scale of wages may be agreed upon by the joint committee of the parties to this agreement, but if no satisfactory conclusion can be reached, the matter shall be referred for final settlement to a board of arbitration as above provided for.

It is agreed by the said party of the second part that for and in consideration of the covenants entered into and agreed to by said party of the first part, the said party of the second part shall at all times during the life of this agreement truly and faithfully discharge the obligations imposed upon it by furnishing men capable of performing the work required in the mechanical department of the party of the first part over which party of the second part has jurisdiction.

It is agreed that both the language and the spirit of this contract between above named firms, party of the first part, and the organization known as Typographical Union No. 511, being a trades union chartered by and under the jurisdiction of the International Typographical Union, an organization having its headquarters at Indianapolis, Indiana, by its committee duly authorized to act in its behalf, party of the second part, make it imperatively obligatory on both parties, whenever any difference of opinion as to the rights of the parties under the contract shall arise, or whenever any dispute as to the construction of the contract or any of its provisions takes place, at once to appeal to the duly constituted authority under the contract, viz., the joint standing committee, to the end that fruitless controversy shall be avoided and good feeling and harmonious relations be maintained, and the

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regular and orderly prosecution of the business in which, the parties have a community of interest be insured beyond the possibility of interruption.

It is further stipulated and agreed that the party of the first part shall not now nor during the life of this contract enter into any association or combination hostile to the printing trades unions, nor shall it at any time render assistance to such hostile combination or association by suspension of publication or any other act calculated to injure the printing trades unions.

And the party of the second part hereby agrees to enter into no combination or association with the intent or purpose of injuring the above named firms or their property, and shall not be a party to any hostile act with similar intent.

This contract shall be null and void in case of trouble with an allied craft, providing such trouble cannot first be settled by arbitration, such arbitration to be in accordance with the provisions of this contract.

In witness whereof, we have hereunto set our hands and seals this 1st day of January, 1905.

[SEAL.]

This contract is entered into by and with the consent of the International Typographical Union, an organization to which party of the first part concedes jurisdiction and control over trade organizations in all mechanical departments of the party of the first part, with the exception of the pressroom and bindery, and the International Typographical Union, through its authorized representative, hereby agrees to protect the party of the first part in case of violation of this agreement by the said party of the second part under the jurisdiction of said International Union.

In witness whereof, I have hereunto set my hand and seal this 1st day of January, 1905.

JAMES M. LYNCH,
President International Typographical Union.

(b) LABEL AGREEMENT.

[This is the general form of label agreement of the International Typographical Union.]

This article of agreement, entered into this 1st day of January, A. D. 1905, by and between named firms, party of the first part, and Batavia Typographical Union No. 511, party of the second part, witnesseth:

That the said party of the first part, in consideration of the use and privileges of the union label, owned and controlled by the said party of the second part, as agents of the International Typographical Union, hereby agrees to employ none but members of Batavia Typographical Union No. 511, party of the second part, not to use the said label or trademark upon anything but the strict production of union labor, and to neither loan nor duplicate said trademark, or use the same upon any printed matter without imprint or trading name, except by permission of the party of the second part.

The said party of the first part further agrees to pay the adopted scale of wages of the party of the second part, hereto attached, and to comply with

all its laws and those of the International Typographical Union, now in force or hereafter adopted.

Any violation of this agreement shall make it null and void, and all cuts, electrotypes or stamps of the label or trademark of the party of the second part, in the possession of the party of the first part, shall immediately be delivered to the party of the second part and the further use of the same after such annulment by said party of the first part shall be without warrant and illegal.

In witness whereof, we have hereunto affixed our hands and seals this 1st day of January A. D. 1905.

For
.....
For

(c) SCALES OF PRICES.

[To be in effect from January 1, 1906, to January 1, 1908.]

NEWSPAPERS.

SECTION 1. Compositors employed on morning newspapers shall receive not less than \$14 per week of six days, eight hours to constitute a night's work. Overtime at the rate of 1½ time. The hours at night shall be between 6 P. M. and 3 A. M., except where there are three shifts of eight hours each.

SECTION 2. Compositors employed on evening newspapers shall receive not less than \$12 per week of six days, eight hours to constitute a day's work. Overtime at the rate of 1½ time.

MACHINE WORK.

(Under this heading is included the production of all kinds of type-setting or type-casting machines.)

SECTION 1. In machine composition all work must be time work. Piece work can in no case be allowed.

SECTION 2. Compositors employed on type-setting machines on evening newspapers shall receive not less than fourteen (\$14) dollars per week. Eight (8) continuous hours (excepting lunch time, which shall not exceed 45 minutes), ending not later than 5:30 P. M. shall constitute a day's work. Six (6) days shall constitute a week's work.

SECTION 3. Compositors employed on type-setting machines on morning newspapers shall receive not less than sixteen (\$16) dollars per week. Eight (8) continuous hours (excepting lunch time, which shall not exceed 45 minutes), shall constitute a night's work. Six (6) nights shall constitute a week's work.

SECTION 4. Overtime work done before or after the hours constituting a day's work on evening newspapers shall be paid at the rate of 1½ time; and on morning newspapers, for overtime work, after the time specified, shall be paid at the rate of 1½ time.

SECTION 5. In offices where hand and machine composition is done, there shall be no culling of "phat" for the machines, such as leaded matter, poetry, etc.

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SECTION 6. Headings, extracts, etc., and matter not set by machines, shall be paid for at the rate of hand composition. Provided, that offices shall have the privilege of having headings, extracts, etc., which belong to matter set by machines, set by the week on evening papers, at twelve (\$12) dollars per week of six (6) days, eight (8) hours per day, ending not later than 5:30 P. M. On morning newspapers at twelve (\$12) dollars per week of six (6) nights; eight (8) hours to constitute a night's work.

SECTION 7. Ad. men, floor men, bank men, etc., shall work under the following scale: Evening newspapers, twelve (\$12) dollars per week, six (6) days, eight (8) hours, ending not later than 5:30 P. M.; morning newspapers, twelve (\$12) dollars per week, six (6) nights, eight (8) hours.

SECTION 8. In no case can a member working on a newspaper receive less than a day's pay.

SECTION 9. No person will be allowed to operate any kind of a type-setting or type-casting machine who is not a member of Batavia Typographical Union, No. 511.

MACHINE TENDERS.

SECTION 1. Machine tenders shall receive not less than the scale provided for machine operators.

BOOK AND JOB WORK.

SECTION 1. Composition on book and magazine work to be at the rate of 30 cents per 1,000 ems. If the compositor is required to make up his matter he shall receive three cents extra per 1,000 ems.

SECTION 2. Composition by the week on book or job work shall be not less than \$12 per week.

SECTION 3. Forty-eight (48) hours shall constitute a week's work.

SECTION 4. All time work done after regular hours shall be charged 1½ time.

SECTION 5. All work done on Sundays, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas or New Year's days shall be charged price and a half.

SECTION 6. No jobber or week hand shall be allowed to work overtime in any Union office when other Union men are out of work, except in an emergency, where there is not time nor opportunity to secure additional help.

SECTION 7. Machine operators engaged in the job department, must be employed on the plan as set forth in the newspaper machine scale. Eight (8) hours, between the hours of 7 A. M. and 6 P. M., to constitute a day's work. Provided, however, that offices have the privilege of having proofs corrected by job man, on job scale, if matter was set by said man, said corrections not to take more than thirty minutes in any one day.

The above scale is to be in effect from January 1, 1906, to January 1, 1908.

COMPOSITORS, CANANDAIGUA.

[The union reports the general I. T. U. contract and label agreement, as reprinted under Batavia compositors, and the following scale of prices in force in 1906.]

Section 1. Composition shall be paid for at the rate of 22 cents per 1,000 ems.

Sec. 2. Three columns of figures or words, or words and figures, shall be paid at the rate of price and one-half.

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Sec. 3. Double price matter: Three columns with rules; four columns of figures or words, or words and figures, with or without rules.

Sec. 4. Introductions and conclusions to articles set in larger type than the body of the article, and not exceeding three lines, shall be measured the same as the smaller type. This also applies to tabular work.

Sec. 5. All cuts coming in piece matter shall be measured by the compositor, and he must justify them with the matter he is setting.

Sec. 6. All work of an intricate nature, such as diagrams, or very unusual work, shall be done on time.

Sec. 7. The office shall prove all galleys.

Sec. 8. Piece hands shall receive 18½ cents per hour when called upon to do time work.

Sec. 9. If piece hands are called upon to correct proofs not due to their own inaccuracy, they shall be paid for the time thus employed.

Sec. 10. Compositors shall correct one proof and all errors in a revise which they fail to correct in a first proof.

Sec. 11. All advertisements which are set by the piece shall be measured in the smallest type employed. Ads. to be set by piece or time work at choice of employer. No advertisements shall be measured in larger type than brevier.

Sec. 12. All matter placed on the dead stone for distribution may be lifted by the compositor, should the same matter or any part of it be given out for composition.

Sec. 13. All heads shall be measured in the same type in which the body of the article is set.

Sec. 14. Where the matter does not exceed 8 ems in width, 5 cents per 1,000 extra shall be charged.

Sec. 15. No journeyman printer shall be paid at a rate of less than \$10 per week.

Sec. 16. Forty-eight hours shall constitute a week's work, which may be divided, per day, so as to meet the requirements of the employers. No employee, however, shall be required to work more than 14 hours in any one day, except for price and one-half. Any time worked over 40 hours in a week in which a holiday occurs, shall be considered overtime.

Sec. 17. All extra time shall be paid for at the rate of price and one-half. Sunday work paid for at double price.

Sec. 18. When any holiday, except Labor Day, falls on the day preceding, or the second day preceding publication day, the proprietor of any office has the privilege of asking his employees to work either or both days at single price and take such other days during the week for holidays, as may be mutually agreed upon.

Sec. 19. Machine composition shall be paid at the rate of \$12 per week.

COMPOSITORS, ELMIRA.

[Agreement and scale of prices in effect from June 18, 1906, to June 18, 1909.]

NEWSPAPER SCALE.

SECTION 1. The foremen on daily morning or Sunday papers shall receive not less than \$20 per week. The foremen on daily afternoon or weekly papers shall receive not less than \$19 per week.

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SECTION 2. The operators on machines on Sunday or morning papers shall receive not less than \$19 per week for the first year, and \$19.50 per week for the second year, and \$20 per week for the third year. Hand men employed in Sunday or morning newspaper composing rooms shall receive \$16 per week for the first year; \$17 per week for the second year, and \$18 per week for the third year.

Men employed days setting "ads" for Sunday papers shall receive the evening newspaper "ad" scale for the same.

SECTION 3. Operators on machines on daily afternoon papers shall receive \$18 per week. Handmen employed on daily afternoon papers shall receive not less than \$15 for the first year; \$16 for the second year, and \$17 for the third year.

SECTION 4. There shall be no fraction of a day. All compositors reporting for duty must be given a full day's work. This section must be strictly enforced.

SECTION 5. Overtime on newspapers after the regular hours of composition shall be paid for at the rate of one hour and one-half for each hour's work.

SECTION 6. When a compositor is employed part of one day on a machine, and part on the floor, the machine scale as to wages shall govern.

SECTION 7. Learners on machines shall receive \$15 per week for a period not exceeding four weeks, and \$16 per week for an additional four weeks in which to learn to operate machines.

SECTION 8. It shall not be considered the duty of the operator to wash or stack matrices, all cleaning of machines to be done by the office.

SECTION 9. All employees of the composing room shall be under the direction of the foreman of that department, and shall not be subject to the dictation or orders of any machinist, or other co-employee who is not a member of Elmira Typographical Union No. 19. And no foreman shall delegate his power to any person not a member of said Union.

SECTION 10. Apprentices may be allowed to operate machines during the last three months of their apprenticeship, who shall be paid the wages of learners until the time of apprenticeship shall have expired.

SECTION 11. No person shall be allowed to operate type-setting machines who is not a member in good standing of Typographical Union No. 19.

SECTION 12. Compositors employed in an office at the time of the introduction of machines shall have preference as operators, one expert operator being allowed.

SECTION 13. Machinists must receive not less than operators where employed, and must be members of the Typographical Union.

SECTION 14. Extra men employed on daily afternoon papers shall receive not less than 37½ cents per hour for each hour employed. On morning papers not less than 42 cents for each hour employed. On Sunday newspapers not less than 42 cents for each hour employed.

SECTION 15. All advertisements published in any Elmira paper from any firm of the city of Elmira, or any firm of any other city for which any Elmira paper publishes an edition, shall be classed as local advertisements and be paid for accordingly. Offices shall be entitled to all foreign advertisements.

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No matrices, type or plates shall be exchanged between any offices under our jurisdiction unless the same is paid for at the regular rate of hand composition, and all such matrices, type or plates shall be measured according to the type used in the body of the paper where used, and collected by the chairman of the office and the proceeds turned over to the men employed in the department where such matrices, type or plates are used; provided, however, that offices shall have the privilege of resetting such matrices, type or plates within three working days after such matrices, type or plates are used.

All news plate matter or matrices used after January 1, 1907, are to be measured and paid for according to the type used in the body of the paper, at 30 cents per 1,000 ems. Provided, however, the office may reset such matter within the first three working days after such matter is used.

SECTION 16. Six days or nights of eight hours each shall constitute a week's work.

SECTION 17. Saturday's work on Sunday papers shall be sixteen hours between 7 A. M. and 2:30 A. M.

APPRENTICES.

SECTION 1. Each office shall be entitled to one apprentice for every five journeymen, or fraction thereof; provided, however, that each office shall have not more than two apprentices in any one department.

ARBITRATION AGREEMENT.

If any dispute shall arise as to any section of this scale, it shall be settled by arbitration, the Union to select one member of the Arbitration Board, the office where the dispute arises the second, and these two to agree upon the third member, their decision to be final and binding to both parties concerned.

BOOK AND JOB SCALE.

SECTION 1. The foreman of a book or job office shall receive not less than \$18 per week.

SECTION 2. Compositors or job printers in book and job offices employed by the week shall receive not less than \$15 per week. Overtime shall be paid for at the rate of time and one-half.

SECTION 3. Compositors or job printers in book or job offices employed for less than one day shall receive 35 cents per hour for actual time employed.

SECTION 4. For piece work in the English language (such as book work, etc.) common matter, reprint or manuscript, from pica to agate inclusive, 30 cents per thousand shall be charged. Night and Sunday work 35 cents per thousand.

SECTION 5. All "ads" set for book work shall be measured according to the type used in the body of the book, magazine, etc.

SECTION 6. Prefaces, contents or any prefaced matter, are to be cast up in type in which they are composed, and the compositor takes the extras of the work to which they belong.

SECTION 7. The compositors shall have the privilege of claiming full and half title and dedications or any other prefix matter. The office shall not cull the "phat" portions of any work.

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SECTION 8. Any headlines, or alterations, or other words, or matter not in original copy, and supplied, after the copy is set up, by the proof reader, shall be done on time by the compositor and charged for at the rate of 1,000 ems per hour.

SECTION 9. When cuts are inserted in the matter or worked in pages along the body of the work, such cuts belong to the compositors; but when the cuts are worked entirely separate, the same as copper plate engravings or lithographic plates, they shall not be claimed by the compositors.

SECTION 10. All work where three columns (words or figures) without rules, occur in page or column, shall be charged as price and a half, according to the type in which it is set; when more than three columns occur, to be charged at double price.

SECTION 11. All rule and figure work to be charged double the price of column matter. Three or more columns (words or figures) in a page, with rules, constitute figure work. Provided, however, that in works, the pages of which are uniformly made up of two or more columns (such as periodical publications) no charge beyond that of common matter shall be made for on account of the rules separating the columns.

SECTION 12. Title headings and foot-lines to column and tabular work shall be considered as part of such matter, and paid for accordingly.

SECTION 13. Eight hours between the hours of 7 A. M. and 6 P. M. to constitute a day's work in job offices under the jurisdiction of Elmira Typographical Union No. 19.

SECTION 14. When a compositor is employed part of one day on job work, and part on newspaper "ads", the newspaper scale as to wages shall govern.

SECTION 15. Compositors employed on machines in book and job offices shall receive not less than \$18 for day work, and for night work, \$19 for the first year, \$19.50 for second year, and \$20 for the third year.

SECTION 16. In offices where both hand composition (piece work) and machine composition are done, there shall be no culling of "phat" for machines, such as leaded matter, poetry, matter with a great deal of quads in it or "phat" tables. All copy must be given out in a fair manner.

SECTION 17. Six days or nights of eight hours each shall constitute a week's work.

APPRENTICES.

SECTION 1. Each office shall be entitled to one apprentice for every five journeymen or fraction thereof. Provided, however, that each office shall have not more than two apprentices in any one department.

ARBITRATION AGREEMENT.

If any dispute shall arise as to any section of this scale, it shall be settled by arbitration, the Union to select one member of the Arbitration Board, the office where the dispute arises the second, and these two to agree upon the third member, their decision to be final and binding to both parties concerned.

This contract shall be inoperative in case of trouble with an allied printing craft, provided such trouble cannot first be settled by arbitration, such arbitration to be in accordance with the provisions of this contract.

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We, the undersigned, as representatives of Elmira Typographical Union, No. 19, party of the first part, do solemnly agree that we will faithfully perform our part of the contract for scale of prices hereinbefore mentioned, from June 18, 1906 to June 18, 1909.

In witness whereof, we have hereunto affixed our signature and caused to be affixed the seal of Elmira Typographical Union, No. 19.

Dated, June 12, 1906.

A. J. MOSHER,
CHAS. E. FRYDENBORG,
P. A. DOWLING,
D. P. HOLLERAN,
M. E. DUNBAR.

I, the undersigned, representing the party of the second part, do solemnly agree that I will faithfully perform my part of the contract for scale of prices hereinbefore mentioned, from June 18, 1906, to June 18, 1909.

In witness whereof, I have hereunto caused to be affixed my signature.

Dated, June 12, 1906.

EVENING STAR Co.,
BY I. S. COPELAND, *Publisher*.
TELEGRAM PRINTING Co.,
H. S. BROOKS, *President*.
ELMIRA ADVERTISER,
J. B. BEMOR, *President*.
C. J. HARRISON.
THE GAZETTE Co.,
BY E. H. DAVENPORT.

COMPOSITORS, FULTON COUNTY.

[Reported by union as signed by six employers.]

An agreement entered into on the day of, 190...,
..... party of the first part, and the Fulton County
Typographical Union, No. 268, party of the second part, hereby
witnesseth:

That the parties hereto agree to and with each other as follows:

FIRST. That eight hours shall constitute a day's work.

SECOND. That the minimum rate of wages shall be: For hand work \$2.17 per day, \$2.42 per night; 30 cents per 1,000 ems for day work and 35 cents per 1,000 ems for night work. For machines: \$2.50 per day, \$2.83 per night. Day foremen shall not receive less than \$2.50 per day, and night foremen shall not receive less than \$2.83 per night. Day machine tenders shall not receive less than \$2.50 per day, night machine tenders not less than \$2.83 per night. All overtime shall be price and one-half. Wherever members are employed setting matter for a morning paper, but working on a day shift, they shall receive the night scale. The particular hours constituting a day may be agreed upon by the Chapel and employer. All days other than regular working days, also the following holidays—Labor Day, New Year's Day, Decoration Day, Independence Day, Thanksgiving Day and Christmas Day—shall be paid double price. Objectionable matter shall call for double price for piece work.

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It is agreed that the employees shall begin work at o'clock and end at o'clock

That the I. T. U. law relative to the borrowing or loaning of matrices of advertisements shall be adhered to whenever practicable.

FOURTH. That all offices shall be entitled to one apprentice regardless of the number of journeymen employed; offices employing five and less than ten journeymen, two; offices employing ten or more journeymen, three.

FIFTH. That all disagreements shall be settled by arbitration whenever possible.

SIXTH. That nothing in this agreement shall be construed or operated to decrease the wages of any employee now receiving more than this agreement calls for.

SEVENTH. That this agreement is to continue in force until January 1, 1908.

Between employing printers of Fulton County, N. Y., and Fulton County Typographical Union, No. 268, to regulate the use of the International Typographical Union label (electro).

The use of the label is allowed and governed by the following conditions and rules:

FIRST. The Union shall furnish, through its Secretary, to all Union offices, one or more electrotypes of the I. T. U. label.

SECOND. The Union label shall at all times remain the property of Fulton County Typographical Union, No. 268.

THIRD. All infringements upon this label will be punished according to law. Under no circumstances can duplicate labels be made.

FOURTH. This label must not be loaned.

FIFTH. Employers operating more than one office shall not be allowed the label unless all offices operated by such employers are strictly union.

SIXTH. The scale of prices and other rules and regulations of said Union must be strictly adhered to.

SEVENTH. In case a label becomes battered or defective it can be exchanged for a new one on application to the Secretary.

EIGHTH. In case of noncompliance with the above conditions and rules, the Union shall withdraw the label and it shall not be returned until the employer, or his representative, gives a guarantee of faithful compliance in the future.

COMPOSITORS, MIDDLETOWN.

[Reported by union as signed by three employers.]

The following scale of prices shall be in effect for..... year..... beginning October 1, 1905:

SECTION 1. Compositors, other than operators, shall not be paid less than \$13 per week of 48 hours, 8 hours to constitute a day's work, the hours to be continuous between 7 A. M. and 5 P. M., with one hour allowed for dinner.

SECTION 2. All overtime, hand work or machine, shall be paid at the rate of price and one-half, except that done on Sundays and legal holidays (viz.: New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas, and all other days when publication is suspended) which shall be paid for at double price.

SECTION 3. Operators on the Mergenthaler machine shall not be paid less than \$15 per week of 48 hours, 8 hours to constitute a day's work, the hours to be continuous between 7 A. M. and 5 P. M., with one hour allowed for dinner.

SECTION 4. Machinist-operators shall not be paid less than \$16.50 per week of 48 hours, 8 hours to constitute a day's work, the hours to be continuous between 7 A. M. and 5 P. M., with one hour allowed for dinner.

SECTION 5. Where a night shift is put to work on linotype machines they shall not work more than seven (7) hours per night, and shall receive:

For machinist-operators, at rate of \$18 per week, of 42 hours; operators, at rate of sixteen dollars and fifty cents (\$16.50). Overtime for such to be time and a half.

This section cannot be construed so as to affect men who have worked on the machine the day previous, as such shall receive time and a half for night work.

Night shifts will be allowed one-half hour for lunch.

SECTION 6. Linotype piece work. The minimum price per thousand for eight point, shall be 12 cents; for eight point on 9 point body, 11 cents, counting for eight point 50 lines per thousand; for nine point 45 lines per thousand.

SECTION 7. Hand composition. Piece work shall be paid for at the rate of 28 cents per thousand ems, but no culling of "phat" by the office will be permitted.

SECTION 8. Substitutes shall not receive less than a half-day's work or pay.

SECTION 9. Hand composition with two or more justifications in a line, two or three columns of figures and words, or words and figures, and single border matter, shall be paid price and one-half, or done on time at scale price. Double price shall be paid for all tabulated matter (four or more columns of figures and words, or words and figures with or without rules) or it shall be done on time at scale price.

SECTION 10. The interchange of all matter between offices under the jurisdiction of No. 463 Typographical Union, shall be prohibited except that such matter so interchanged shall be paid for as follows:

All legal matter, 28 cents per thousand ems nonpareil; body type, figured in body in which set, 28 cents per thousand. All displayed advertisements, 28 cents per thousand ems nonpareil; payment for such matter to be made to the Secretary of No. 463.

This section shall be operative until amended by I. T. U. Law.

COMPOSITORS, NEWBURGH.

[Reported by union as signed by seven employers. In effect October 1, 1905, to October 1, 1906.]

GENERAL RULES.

FIRST. A day's work in all departments of book and job, evening, weekly or morning newspaper offices in which are employed members of Typographical Union No. 305, shall be not more than eight hours, forty-eight hours to constitute a week's work. Lost time during the day shall be deducted — not off-set against night work in any case.

SECOND. In all cases and in all offices, what is known as day work shall be between the hours of 7 A. M. and 6 P. M., and what is known as night work shall be between 6 P. M. and 7 A. M.

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THIRD. Eight consecutive hours (excepting lunch time) shall constitute a day's or night's work.

FOURTH. Offices introducing machines shall not discharge employees and replace them with new ones (operators), but shall take compositors already members of the chapel and instruct them. But offices where machines are already in operation may employ such Union operators as they deem competent and fit.

FIFTH. All over time, hand work or machine, shall be paid at the rate of price and one-half, except that done on Sundays and Legal Holidays (viz.: Christmas, New Year's, Decoration Day, Fourth of July, Labor Day and Thanksgiving Day), which shall be paid for at double price.

SIXTH. Apprentices.—One apprentice shall be allowed to every five men or fraction thereof in any office, not including press feeders, copyholders or errand boys. But where a boy sets, distributes or corrects type he shall be deemed an apprentice.

SEVENTH. When an office puts on extras at piece work, where the office furnishes the type, the compositor shall receive the regular scale minus 5 cents per 1000 ems for distribution.

EIGHTH. The Union shall establish and regulate the prices for which its members shall work, and no member shall work for prices lower than those established by the Union.

NINTH. It is agreed that any party, parties, or firms, other than a regular newspaper or job printing office, applying for the use of the Label of the I. T. U. for the purpose of doing their own job work shall not do book, job or pamphlet work of any kind for any other party, parties or firms.

BOOK AND JOB.

FIRST. Hand compositors employed by the week shall receive not less than \$13. When employed by the hour the price shall be 28 cents per hour.

SECOND. Compositors employed by the piece shall receive 30 cents per 1,000 ems. The hours of piece hands shall be the same as time hands.

THIRD. The office must read its first proof from the copy used by the compositor, and the compositor shall charge for changes made therefrom; but the compositor must make all corrections on second proof that he failed to make on the first. No compositor shall be required to correct an author's proof except on time.

FOURTH. In offices where both piece and time hands are employed, "phat" and lean shall be distributed as nearly as possible equally between them.

FIFTH. Price and one-half shall be paid for half-measure, matter with or without rules; two or three columns of figures and words, or words and figures; single border matter; combined cut and matter or initial letters, or all work in any language foreign to the office.

SIXTH. Double price shall be paid for all tabulated matter, four or more columns of figures and words, or words and figures with or without rules.

EVENING AND WEEKLY NEWSPAPERS.

FIRST. Hand compositors employed on evening and weekly newspapers shall receive not less than \$13 per week, or by the hour, 28 cents. The price for

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piece work, the hours of labor, the rules governing apprentices, price and one-half and double price matter, etc., shall be the same as set forth in the book and job scale and General Rules.

• MORNING NEWSPAPERS.

FIRST. Compositors on morning newspapers shall receive not less than \$14 per week; when employed by the hour the price shall be not less than 30 cents per hour.

SECOND. Piece work shall be paid for at the rate of 32 cents per 1,000 ems.

THIRD. The same rules governing apprentices, distribution of phat and lean, hours of labor, price and one-half and double price matter, etc., shall be the same as set forth in the book and job scale and General Rules.

FOURTH. All work done on stated holidays on morning papers, double price shall be paid between the hours of 12 midnight and 7 A. M.

FIFTH. Day work may be done on morning papers at evening paper rates, in which case the hours must be the same as those of evening papers.

SIXTH. All composition done at night, or on Saturday on papers issued on Sunday, shall be paid for at the rate named in this scale for morning newspapers.

MACHINE SCALE.

FIRST. Under this head is included the production of all kinds of type-setting and type-casting machines.

SECOND. All operators, machinists, attendants, and learners must be members of Typographical Union, No. 305.

THIRD. All machine composition must be done time work. Piece work will not be allowed.

FOURTH. Operators in book and job offices and evening and weekly newspapers shall be paid not less than \$15 per week time work, for 162,000 ems per week.

FIFTH. Operators on morning papers, or book and job work done at night shall be paid not less than \$16 per week time work, for 162,000 ems per week.

SIXTH. Machinist-operators on morning papers, having the care of one or more machines, shall receive not less than \$19 per week.

SEVENTH. Machinist-operators on evening and weekly newspapers or book and job work having the care of one or more machines, shall receive not less than \$18 per week.

EIGHTH. The minimum amount of ems by which a degree of competency is established is fixed at 27,000 ems for eight hours continuous composition. This does not apply to difficult and intricate work, in which case the minimum amount shall be agreed upon between the employee and employer.

NINTH. Where an operator is employed half a day on machine and half at hand composition the machine scale governs.

TENTH. Lost time occasioned by the breaking down of machinery, as well as waiting time, shall not be charged against the operator.

ELEVENTH. Apprentices shall be permitted to operate the machine during the last three months of their apprenticeship, when said machines are not in use by regular operators.

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EIGHT-HOUR WORKING DAY.

It is agreed that on and after October 1, 1905, eight hours shall constitute a day's work.

This scale in effect from and after October 1, 1905, until October 1, 1906.

WILLIAM BERRY,

Chairman,

MILTON K. BARRUS,

Secretary,

EDWARD J. O'DONNELL,

WILLIAM A. MALLOY,

LOUIS A. CALLAHAN,

Scale Committee.

COMPOSITORS, NORWICH.

[The union reports the general I. T. U. contract and label agreement, as reprinted under Batavia compositors, and the following scale of prices in force in 1906.]

NORWICH TYPOGRAPHICAL UNION No. 453.

SCALE OF PRICES.

Compositors shall receive not less than ten dollars (\$10) per week for time work, or less than 25 cents per 1,000 ems for piece work on daily, weekly or semi-weekly newspapers, not to exceed eight hours to constitute a day's work. For all time worked outside of the regular working hours of the office to be paid for at the rate of price and one-half.

Compositors shall receive not less than twelve dollars (\$12) per week for time work, and not less than 30 cents per 1,000 ems for piece work on morning newspapers, and for all time worked outside the regular working hours of the office as specified above, price and one-half.

Foremen on weekly and semi-weekly newspapers shall receive not less than eleven dollars (\$11) per week, and price and one-half for all time worked outside the regular working hours of the office.

Foreman on daily newspapers shall receive not less than twelve dollars (\$12) per week, and price and one-half for all time worked outside the regular working hours of the office.

Foreman on morning daily newspapers shall receive not less than twelve dollars (\$12) per week, and for all time worked outside of the regular working hours of the office price and one-half.

Work on time making only a fraction of a day shall be paid for at the rate of twenty-one cents per hour for day work, and twenty-five cents per hour for night work.

Time occupied in making alterations from copy in matter composed by piece hands to be paid for at the rate of twenty-one cents per hour, or changes to be made by time hands at the expense of the office. All matter set by piece hands for newspapers during week, whether used or not, shall be placed in compositor's bill and paid for at end of week.

Single column cuts inserted in reading matter shall be measured according to the type in which the relative matter is set. Cuts run in with reading matter shall be charged price and one-half. Cuts over two columns wide shall not be demanded by the compositor. The measurement of type shall be in accordance with the method prescribed by the I. T. U.

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When intricate work occurs which the scale cannot reach the price shall be determined by the chapel, report of which shall be submitted to the Union.

BOOK AND JOB WORK.

Journeyman employed by the week on book and job work shall receive not less than ten dollars (\$10) per week, eight hours to constitute a day's work. For all time worked outside the regular working hours of the office price and one-half.

Foremen shall receive not less than twelve dollars (\$12) per week, eight hours to constitute a day's work. Price and one-half for all time worked outside the regular working hours of the office.

Piece hands shall receive not less than twenty-five cents per 1,000 ems on type ranging from agate to pica, whether straight matter or advertisements. All larger type to be measured as pica and smaller type than agate to be paid for at the rate of 35 cents per 1,000 ems.

Piece hands working overtime shall receive ten cents per hour in addition to their composition.

RULE AND FIGURE WORK.

Three columns of words and figures or figures or words, price and one half. Reading matter set in half measure with rule, price and one-half. If provided with captions, double price. Four or more columns of figures or words and figures, with or without rules, double price.

MACHINE COMPOSITION.

Under this heading is included the production of all kinds of type-setting and type-casting machines. In machine composition all work must be time work. Piece work cannot in any case be allowed.

Machine operators on evening papers shall receive not less than fourteen dollars (\$14) per week, except learners, who may be employed for not more than six months, at the rate of not less than two-thirds of the above rate. Eight hours to constitute a day's work. Six days shall constitute a week's work. Overtime price and one-half.

Machine operators on morning papers shall receive not less than sixteen dollars (\$16) per week, eight hours to constitute a night's work, six nights a week's work. Overtime at price and one-half.

Machine operators engaged on other than newspaper work shall receive not less than fourteen dollars (\$14) per week of six days for day work (eight hours per day) and sixteen dollars (\$16) per week of six nights for night work (eight hours a night).

In offices where both hand and machine composition is done, there shall be no culling of "fat" for machine-leaded matter, poetry, etc.

Heads, extracts, etc., and matter not set by machines shall be paid for at the rate of piece work, hand composition; provided, that composition of matter belonging to matter set by machine may be done by the week at not less than \$12 per week on morning and \$10 per week on evening papers, the day to be the same as prescribed above for machine operators, and price and one-half for overtime.

In no case can a member working on a paper on a machine receive less than a day's pay.

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Operators on Simplex machines shall receive not less than twelve dollars (\$12) per week of six days, eight hours to constitute a day's work. Night work shall be paid for at the rate of \$13 per week, eight hours to constitute a night's work. Overtime shall be paid for at the rate of price and one-half.

No person shall be employed to operate a machine who is not a member in good standing of Norwich Typographical Union, N. 453.

COMPOSITORS, ONEIDA.

[Wage scale adopted by Onelda Local, No. 336, I. T. U., September 6, 1905; reported by union as signed by five employers.]

FIRST. Compositors employed on semi-weekly or weekly newspapers by piece work shall receive not less than 30 cents per thousand ems of common matter. Standing time waiting for copy, material, etc., not to be less than 23 cents per hour.

SECOND. Tabular work, etc., containing four columns, either by figures or words, or figures and words, with or without rules, shall be paid for double matter; three column tables, with or without rules, shall be paid for as price and one-half matter.

THIRD. Work on time, making only fractional parts of a day, to be not less than 23 cents per hour.

FOURTH. In offices where both piece and week hands are employed, the fat and the lean copy is to be equally distributed among them.

FIFTH. When intricate work, etc., occurs, which this scale cannot reach, the price is to be agreed upon between the employers and the employed.

SIXTH. For all job composition done by the piece in job offices, the compositor shall receive not less than 30 cents per thousand ems for common matter.

SEVENTH. Compositors employed by the week to receive not less than \$11 per week of forty-eight hours.

EIGHTH. Simplex machine operators employed by the week to receive not less than \$11 per week of forty-eight hours, which shall include time in caring for machine.

NINTH. Overtime, nights and Sundays shall be charged as price and one-half.

TENTH. All work performed upon the following days: Fourth of July, Labor Day and Christmas, shall be charged as double time.

ELEVENTH. Time occupied by alterations from copy, taking out bad letters and replacing them in consequence of defective type, or by distributing letters not used by the compositor, shall be paid for at the rate of 23 cents per hour.

TWELFTH. Work done in pica or large type shall count as pica.

THIRTEENTH. No alterations or amendments shall be made to this scale of wages without the consent of three-fourths of the members present at a regular meeting, and the proposed amendments and alterations, which must be in writing, shall be read by the president at least one regular meeting before the final action.

FOURTEENTH. This wage scale to take effect January 1, 1906, and continue in force until December 31, 1906; from December 31, 1906, to December 31, 1907, the price per week shall be \$11.50, and from December 31, 1907, to January 1, 1911, the price per week shall be \$12. During the life of this agreement 48 hours shall constitute a week's work.

COMPOSITORS, ONEONTA.

[The general I. T. U. contract and label agreements, as reprinted under Batavia compositors, and the following memoranda of prices and hours was signed by two employers for 1906.]

The scale of wages of Oneonta Typographical Union is ten dollars (\$10) per week. The terms and conditions called for by this contract are that the scale, as above, will be paid, and that eight (8) hours shall constitute a day's work.

(Signed) R. P. HILL,
President I. T. U., No. 135.

COMPOSITORS, SARATOGA SPRINGS.

[Agreements similar to the following are in force in two other offices.]

It is hereby agreed between John K. Walbridge, President and Treasurer of The Saratogian Company and the International Typographical Union, that eight hours shall constitute a day's work, at present wage scale, to take effect January 1, 1906, good until May 1, 1907.

Dated, Saratoga Springs, N. Y., September 18, 1905.

THE SARATOGIAN,
J. K. WALBRIDGE, Treasurer.
JOHN E. HAYS,
President, No. 149.

COMPOSITORS, SYRACUSE.

[Reported by the union, September 28, 1905, as signed by twenty-four employers.]

This agreement, made and entered into this day of, 1905, between Syracuse Typographical Union, No. 55, of the City of Syracuse, N. Y., parties of the first part, and of the City of Syracuse, N. Y., party of the second part, witnesseth:

That the parties of the first part hereby agree to work eight hours per day, the same to constitute a day's work; and in consideration thereof, the said parties of the first part agree to devote their entire time when employed, give their best services, and faithfully perform said work, for the best interest of the said part..... of the second part.

The said part.. of the second part hereby agree.. for and in consideration of agreement of the said parties of the first part aforesaid, rendering faithful service and devoting all of their time while employed, and for the further consideration of the mutual benefits which the part.. of the second part will derive therefrom, agrees with the parties of the first part, that all of the printers employed by, or to be employed, shall work only eight hours per day, which shall constitute a day's work.

It is hereby further agreed by the said parties hereto, for the consideration hereinbefore mentioned, that the said eight hour work-day is to take effect January 1, 1906.

In witness whereof, the said parties hereto have hereunto set their hands and seals the day and year above written.

..... [L. S.]
..... [L. S.]

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COMPOSITORS, UTICA.

[Agreement between Utica Typographical Union No. 62, and Utica Typothetae, which, the union reports, comprises sixteen employers, terminating dispute of October 3-21, described in Table I, p. 52.]

AGREEMENT.

We the undersigned, being desirous of the use of the International Typographical Union label, hereby agree to abide by the following rules for the period of years from the date of this agreement and shall continue in force and effect from year to year thereafter unless either side gives to the other thirty days' notice prior to date of expiration of a desire for a change.

All persons employed in the composing room(s) of our establishment must be recognized members of the International Typographical Union, except such apprentices as may be permitted by Utica Typographical Union, No. 62.

The working day of all members of the International Typographical Union in our employ shall consist of eight hours; to be between the hours of 6 A. M. and 6 P. M. for the day work, and 6 P. M. and 6 A. M. for night work.

SCALE OF PRICES.

We further agree that the following shall be the scale of prices paid journeymen printers in our establishment:

Journeymen employed by the piece shall receive not less than 35 cents per 1,000 ems for day work, and not less than 40 cents per 1,000 ems for night work.

Journeymen employed by the week shall receive not less than \$15 per week for day work, and not less than \$18 per week for night work.

Proofreaders shall receive the same pay, and be subject to the same conditions as to hours of labor, as are provided for other members.

All work done before or after the hours agreed upon for a day's work shall be paid for at the rate of one and one-half price; all work done on Sunday (except on publications regularly appearing on Sunday or Monday morning) shall be paid for at the rate of one and one-half price.

The price for work by the hour shall conform to section 13 of the Scale of Prices of Typographical Union No. 62, and shall be 37 cents per hour for day work and 42 cents for night work.

In hand-composition, tabular work, etc., containing three or four columns, either of figures or words, or figures and words without rules, shall be charged a price and a half. All work as above, with brass or other rules, or when there are five or more columns of figures, or figures and words, with or without rules, shall be paid double price. All two (not table) and three-column matter, divided by rule or otherwise, shall be charged price and one-half; four column matter with a rule through the center shall be accounted double-price matter.

When both week and piece hands are employed, the fat and lean copy to be distributed equally among them.

When intricate work, etc., occurs, which the scale does not mention, the price to be agreed upon by the employer and employed.

When a measure exceeds even ems in width, and is less than an en, nothing to be counted but if an en or over, an em to be counted.

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Side notes in law and historical works to be counted the full length of the page, according to the type in which they are set; and, when cut into the text, four cents extra for each note. Quotations, mottoes, contents of chapters and bottom notes, in smaller type than the body of the work, shall be paid for according to the size of the type in which they are set. Blank pages to be charged under this head when made up or imposed by the compositor. Works or portions of works, where the measure does not exceed 16 ems in width of the type in which it is set, shall be paid two cents advance per thousand ems. Time occupied by alteration from copy, taking out bad letters and replacing them, in consequence of defects in the type, miscasts or worn-out fonts, or by casing or distributing letters not used by the compositor, to be paid for at the rate of 42 cents per hour for night and 37 cents per hour for day work. Algebraical works to be charged double price. For work done in any language foreign to the office, an advance of ten cents per thousand ems shall be paid. Work done in pica or larger type, to be counted as pica. When cuts are inserted in the matter, or worked in pages along with the body of the work, such cuts belong to the compositor.

All letters cast on a body larger than the face (as bourgeois on long primer) to be counted according to the face; all letters cast on a body smaller than the face (as minion on nonpareil) to be counted according to the body.

We further agree that in the machine department of our establishment (now or hereafter to be established), we will abide by the rules and scale of prices established by Utica Typographical Union, No. 62.

And Utica Typographical Union, No. 62, agrees to loan us for use in our establishment, such number of International Typographical Union electros as may reasonably be required in the conduct of our business, and to replace such labels as may from time to time become worn or otherwise damaged by their regular and reasonable use.

This contract shall become null and void in case of a strike or lockout of any of the allied trades after all efforts of arbitration have failed.

Signed UTICA TYPOTHETAE,

T. C. PETERS, Secretary.

Signed E. A. BATES, President

A. W. PHILLIPS, Secretary.

For Utica Typographical Union, No. 62.

COMPOSITORS, YONKERS.

[Scale of prices from the 1st of February, 1906 to February 1, 1908. Reported by union as signed by six firms.]

Eight hours shall constitute a day's work.

MACHINE SCALE.

SECTION 1. Under this heading is included the production of all kinds of typesetting or typecasting machines.

SECTION 2. The scale is made on a six-day basis. When hand composition is employed in conjunction with machines, the standard of type used shall be as provided for by the International Typographical Union.

SECTION 3. In newspaper offices where typesetting or typecasting machines are used, none but members of Yonkers Typographical Union No. 468, in

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good standing shall be employed as foremen, assistant foremen, machinist, machine operators or compositors.

SECTION 4. Machine operators on afternoon and weekly papers shall receive not less than \$18 per week of 48 hours, exclusive of lunch time. All overtime shall be paid for at the rate of time and one-half up to 12 o'clock midnight, and double time thereafter. Machine operators working at night shall receive \$18 per week of 42 hours. All overtime shall be paid at the rate of time and one-half.

SECTION 5. Double price shall be paid for all work done on Sundays and Holidays, except for the regular publication of a newspaper.

SECTION 6. Beginners* on machines shall receive \$8 per week for a period of eight weeks, and \$12 for a period of four weeks. Ninety days shall be deemed sufficient for an operator to become competent to receive journeymen's wages.

HAND COMPOSITION.

SECTION 1. Foremen of composing rooms shall receive not less than \$18 per week of 48 hours. All overtime to be paid for at the rate of time and one-half up to 12 o'clock midnight, and double time thereafter.

SECTION 2. Compositors shall receive not less than \$15 per week of 48 hours. All overtime shall be paid for at the rate of time and one-half up to 12 o'clock midnight, and double time thereafter.

SECTION 3. Double price shall be paid for all work done on Sundays and Holidays, except for the regular publication of a newspaper.

R. B. HOTCHKIN,
J. M. O'BRIEN,
F. S. TAYLOR,
W. H. PUGSLEY,
G. H. WALSH,
Committee.

LITHOGRAPHERS' NATIONAL AGREEMENTS.

(a) LITHOGRAPHERS' ASSOCIATION (West)

This Agreement, made and entered into this eleventh day of April, 1906, by and between the Lithographers' Association (West), party of the first part, and the Central Lithographic Trades Council, party of the second part, Witnesseth that:

WHEREAS, The party of the first part is composed of manufacturers engaged in the business of producing lithographs, and the party of the second part is a central committee, composed of representatives of the following labor organizations, to wit: the Poster Artists' Association of America, the Lithographers' International Protective and Beneficial Association of the United States and Canada, the Lithographic Artists, Engravers and Designers' League of America, the International Protective Association of Lithographic Apprentices and Press Feeders of the United States and Canada, the Inter-

* SECTION 64. In machine offices under the jurisdiction of the International Typographical Union, no person shall be eligible as a "learner" on machines who is not a member of the International Typographical Union, or an applicant for membership working under a permit. The time and compensation of "learners" shall be regulated by local unions: *Provided*, Regularly employed apprentices in machine offices shall be privileged to work on machines during all of the last three months of their apprenticeship, and the learners' scale shall apply to such apprentices.

national Association of Lithographic Stone and Plate Preparers of the United States and Canada, and Local Union No. 119, Paper Cutters of New York and Vicinity, and authorized to act in the premises for and in behalf of the said organizations.

AND WHEREAS, the establishments represented by the party of the first part are employers in the lithographic trade, and the organizations represented by the party of the second part are composed of employees of the said trade:

NOW, THEREFORE, in order to regulate the mutual relations of employers and employees in the said trade, to assure stability in the said trade, and to provide for a fair and peaceable adjustment of any and all controversies and disputes between the parties hereto in their respective subordinate bodies and the individual members thereof during the term of this agreement, the said parties hereto hereby agree to and with each other as follows:

SECTION 1. PAR. A. The party of the first part hereby agrees that, from the date of the execution of this agreement, the concerns it represents will employ in their respective establishments only members in good standing of the organizations represented by the party of the second part in the same manner as they have been doing between the first day of March, 1904, and the tenth day of March, 1904, excepting in departments where only non-members have been employed between the said first and tenth days of March, 1904, and excepting that in departments where both members and non-members have been employed between the first and tenth days of March, 1904, both may be employed only in the same proportion as existed between the first and tenth days of March, 1904.

The foregoing shall apply to present members of the party of the first part; and in the case of new members of the party of the first part, it is expressly provided: that in the establishments of members of the party of the first part who have become members after April 11th, 1906, that should any non-members of the party of the second part become members of any of the organizations represented by the party of the second part, after April 11th, 1906, during the time they were employed by such concern, represented by the party of the first part, the proportion of members to non-members in such shop shall be changed accordingly.

It is expressly provided that in case of applicants for membership in the Lithographers' Association (West), between whom and the organizations, party of the second part, there exists a general strike or lock-out, the Lithographers' Association (West) will not act on such application while said strike or lock-out remains unsettled, provided, however, that such strike or lock-out does not exceed a period of one year.

It is also expressly provided that the party of the second part is prohibited from accepting as members any non-members who may be engaged in any strike or lock-out with any member of the party of the first part, which strike or lock-out has not exceeded a period of one year.

PAR. B. The party of the second part shall furnish promptly to the party of the first part efficient help when required, and if it shall not do so, non-members of the party of the second part, sufficient to meet the requirements of the party of the first part, may be temporarily employed.. Should it be necessary, in order to secure such help to guarantee a certain period of employment, the length of the period shall be previously agreed upon and

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arranged in writing between the local representatives of the two parties to this agreement. Any such non-union men employed under the terms of this paragraph shall be afforded opportunity to join the union, unless the union formally notifies the party of the first part in writing that such man is so objectionable to such union as to prevent his becoming a member of such union. Should he join the union, he may continue in his position. Should he not join the union, he shall be discharged immediately upon the union furnishing an efficient workman, unless otherwise provided for in accordance with the foregoing terms of his employment.

PAB. C. Paragraph B, of Section one, shall not apply to the Association known as the Poster Artists' Association of America.

PAB. D. Nothing in this agreement shall prevent the employment in any shop represented by the party of the first part of any man who shall have heretofore made an employment contract or agreement prior to April 11th, 1904, with any employer represented by the party of the first part, or an individual agreement with the Lithographers' Association, East or West, or Pacific, provided that such men shall only be employed in the branch of the trade for which they were engaged by or under such contracts or agreements, it being understood that no person has been engaged under contracts above referred to to do Poster Artists' work.

PAB. E. It is further mutually understood and agreed between the parties hereto that Local Union No. 119, Paper Cutters of New York and Vicinity, being a body having only local jurisdiction, the terms of this agreement shall only apply to cutters within the jurisdiction of said Local Union No. 119, Paper Cutters of New York and Vicinity.

SECTION 2. PAB. A. The rate of wages to be paid to the employees, members of the organizations, represented by party of the second part, shall not be reduced, except by mutual consent of both parties to this agreement, and the hours of labor which shall constitute a week's work for such employees during the term of this agreement shall not be increased.

PAB. B. The question of the shorter work week may be put up for joint action or arbitration upon the application of either party to this agreement; but it is expressly understood that in no case shall the hours of labor which shall constitute a week's work for the members of the Lithographers' International Protective and Beneficial Association of the United States and Canada, the International Protective Association of Lithographic Apprentices and Press Feeders of the United States and Canada, the International Association of Lithographic Stone and Plate Preparers of the United States and Canada, be lower than 48 hours, nor of the Lithographic Artists, Engravers and Designers' League of America, lower than 47½ hours, nor the Poster Artists' Association of America, lower than 47 hours during the term of this agreement.

SECTION 3. PAB. A. Overtime shall consist of any time worked in excess of the daily schedule of hours in any establishment and compensation for same shall be as follows: For members of the Lithographers' International Protective and Beneficial Association of the United States and Canada, the International Protective Association of Lithographic Apprentices and Press Feeders of the United States and Canada, the International Association of Lithographic Stone and Plate Preparers of the United States and Canada,

and Local Union No. 119, Paper Cutters of New York and Vicinity, time and a half time for all overtime work, and double time for time worked on Sundays and holidays; for members of the Poster Artists' Association of America and the Lithographic Artists, Engravers and Designers' League of America, time and one-half time for all overtime work, including Sundays and holidays.

The members of the Lithographic, Artists, Engravers and Designers' League of America, shall receive compensation for holiday and overtime work less regular time lost by voluntary action of the employee during the week in which the overtime was made.

The Poster Artists' Association agrees that any of its members who shall wilfully lose regular time in an establishment shall make up such time on the same day before they shall be entitled to receive time and a half on the same day.

SECTION 4. PAR. A. The ratio of apprentices as laid down in the respective constitutions of the several allied organizations comprising the party of the second part, to wit: That of the Lithographers' International Protective and Beneficial Association of the United States and Canada, of July 22, 1904; of the Poster Artists' Association of America, of December, 1905; of the Lithographic Artists, Engravers and Designers' League of America, of June, 1905; of the International Association of Lithographic Apprentices and Press Feeders of the United States and Canada, of June, 1905, and of the International Association of Lithographic Stone and Plate Preparers of the United States and Canada, of November 14, 1904, which the number of apprentices has been bearing to the total number of journeymen employees in the various branches shall not be changed; but the Lithographic Artists, Engravers and Designers League of America, agrees to allow at least one apprentice each in the Artists, Engraving and Designing Departments, provided at least two journeymen are regularly employed in each of these departments; and the International Association of Lithographic Stone and Plate Preparers of the United States and Canada agrees that in all shops where less than five but at least three journeymen are employed there may be at least one apprentice.

The average number of journeymen in each department of an establishment for the 52 weeks previous to the time of employing an apprentice in such department shall be taken as the basis of computation for the number of apprentices.

Nothing in this clause shall prevent the submitting of the question of an increase of the ratio of apprentices to joint action or arbitration under the following conditions:

FIRST. Should the initiative be taken by the party of the second part:

SECOND. Should the question of the shorter work week be decided by joint action or arbitration in favor of the shorter work week, it being expressly understood and agreed that in case the hours of labor in any branch of the establishments represented by the party of the first part should be reduced by joint commission or arbitration, the ratio of apprentices in such branch only may be made a subject of joint commission and arbitration.

PAR. B. In the nomination of apprentices in the Press, Transferring and Proving Departments, preference shall, if possible, be given to Press Feeders. Of this, however, the employer shall be the sole judge.

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SECTION 5. PAR. A. The piece, contract or task work system shall not be extended to any establishment in which it was not practiced during the year 1905, nor shall the average quantity of work done under this system in those establishments in which it was practiced during the year 1905 be increased.

PAR. B. And it is further understood and agreed that the members of the Poster Artists' Association of America will not be required or permitted to do piecework on stone, zinc or aluminum.

SECTION 6. PAR. A. Should any dispute or difference of a national character arise, between the party of the first part and the party of the second part, or any of the members thereof who are subject to the terms of this agreement, on any question or point not specifically covered by the terms of the agreement, such differences and disputes shall be submitted to a national joint commission for settlement within ten days, if possible, but within twenty days at most, such national joint commission to consist of an equal number of delegates, to be selected by the two respective parties hereto, and the majority of such commission shall decide. In the event of a failure on the part of the said national joint commission to decide such differences or disputes, the same shall be submitted to a board of three arbitrators, within ten days, if possible, but within twenty days at most, one of whom shall be selected by the party of the first part, one by the party of the second part, and one by the two arbitrators so selected, and the decision of the majority of such arbitrators shall be final and binding upon both parties to the controversy.

PAR. B. Should any difference or dispute of a local character arise between any employer and employee who are subject to the terms of this agreement, on any question or point not specifically covered by the terms of this agreement, such differences and disputes shall be submitted to a local joint commission for settlement within four days, if possible, but within ten days at most, the said joint commission to consist of an equal number of delegates to be selected by the two respective parties hereto, and the majority of such commission shall decide. In the event of a failure on the part of the said commission to decide such differences or disputes, the same shall be submitted to a board of three arbitrators within ten days, if possible, but within twenty days at most, one of whom shall be selected by the party of the first part, one by the party of the second part, and one by the two arbitrators so selected, and a decision of the majority of said arbitrators shall be final and binding upon all parties to the controversy.

PAR. C. All decisions of joint commissions and arbitrators shall be in writing.

PAR. D. In the event of refusal or neglect on the part of any member of the organizations, parties hereto, to carry out any decision of the said joint commission or board of arbitrators, both parties hereto shall co-operate and use their entire joint influence and power to secure compliance with such decision.

PAR. E. National joint commissions shall consist of ten delegates and local joint commissions of six delegates, equally divided between the parties hereto, and in the case of the absence of any member his vote shall be paired with that of one of the delegates from the other party.

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SECTION 7. And the said parties hereto further agree that during the term of this agreement no strike shall be called by the party of the second part, and no lockout shall be declared by the party of the first part.

SECTION 8. It is expressly understood and agreed that in no case shall the party of the first part discriminate in any manner against the members of the organizations, party of the second part, or any man who came out with the party of the second part, during the strife of 1904; nor shall the party of the second part discriminate in any way against the members of the party of the first part.

SECTION 9. The terms of this agreement shall not be binding upon any member of the party of the first part in his dealings with employees who are not members of the organizations, party of the second part.

SECTION 10. PAR. A. This agreement shall continue and remain operative and binding upon the parties hereto and the individual members thereof, for and during the term of one year from April 11th, 1906. Three months prior to the termination of this agreement the parties hereto shall meet and determine whether an agreement shall be made for a further term.

PAR. B. Each party in executing this agreement represents and agrees that it has full authority to execute the same in behalf of all its individual members, and that all necessary steps have been taken to secure such authority.

PAR. C. Whenever there is an insufficient amount of work in a department to provide full time employment for the employees, members of the party of the second part, the work shall be, so far as possible, equally apportioned amongst them. Of this, however, the employer shall be the sole judge.

IN WITNESS WHEREOF, The parties hereto have caused this agreement to be signed by their respective presiding officers and secretaries the day and year first above written.

(b) EMPLOYING LITHOGRAPHERS' NATIONAL LEAGUE.

This Agreement, made and entered into this eleventh day of April, 1906, by and between the Employing Lithographers' National League, party of the first part, and the The Central Lithographic Trades Council, party of the second part;

WITNESSETH, That whereas, the party of the first part is composed of manufacturers engaged in the business of producing lithographs, and the party of the second part is a central committee, composed of representatives of the following labor organizations, to wit: The Poster Artists' Association of America, the Lithographers' International Protective and Beneficial Association of the United States and Canada, the Lithographic Artists, Engravers and Designers' League of America, the International Protective Association of Lithographic Apprentices and Press Feeders of the United States and Canada, the International Association of Lithographic, Stone and Plate Preparers of the United States and Canada, and Local Union No. 119, Paper Cutters of New York and Vicinity, and authorized to act in the premises for and in behalf of the said organizations; and,

WHEREAS, the establishments represented by the party of the first part are employers in the lithographic trade, and the organizations represented by the party of the second part are composed of employees of the said trade;

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Now, THEREFORE, in order to regulate the mutual relations of employers and employees in the said trade, to assure stability in the said trade and to provide for a fair and peaceable adjustment of any and all controversies and disputes between the parties hereto in their respective subordinate bodies and the individual members thereof during the term of this agreement, the said parties hereto hereby agree to and with each other as follows:

SECTION 1. PAR. A. The party of the first part hereby agrees that, from the date of the execution of this agreement, the concerns it represents will employ in their respective establishments only members in good standing of the organizations represented by the party of the second part in the same manner as they have been doing between the 1st day of March, 1904, and the 10th day of March, 1904, excepting in departments where only non-members have been employed between the said 1st and 10th days of March, 1904, and excepting that in departments where both members and non-members have been employed between the 1st and 10th days of March, 1904, both may be employed only in the same proportion as existed between the 1st and 10th days of March, 1904.

The foregoing shall apply to present members of the party of the first part; and in case of new members of the party of the first part, it is expressly provided, that in the establishments of members of the party of the first part who have become members after April 11th, 1906, that should any non-members of the party of the second part become members of any of the organizations represented by the party of the second part, after April 11th, 1906, during the time they are employed by such concern, represented by the party of the first part, the proportion of members to non-members in such shop shall be changed accordingly.

It is expressly provided that in case of applicants for membership in the Employing Lithographers' National League, between whom and the organizations, party of the second part, there exists a general strike or lockout, the Employing Lithographers' National League will not act on such application while said strike or lockout remains unsettled, provided, however, that such strike or lockout does not exceed a period of one year.

It is also expressly provided that the party of the second part is prohibited from accepting as members any non-members who may be engaged in any strike or lockout with any member of the party of the first part, which strike or lockout has not exceeded a period of one year.

PAR. B. The party of the second part shall furnish promptly to the party of the first part efficient help when required, and if it shall not do so non-members of the party of the second part, sufficient to meet the requirements of the party of the first part, may be temporarily employed. Should it be necessary, in order to secure such help, to guarantee a certain period of employment, the length of the period shall be previously agreed upon and arranged in writing between the local representatives of the two parties to this agreement. Any such non-union men employed under the terms of this paragraph shall be afforded opportunity to join the union, unless the union formally notifies the party of the first part in writing that such a man is so objectionable to such union as to prevent his becoming a member of such union. Should he join the union, he may continue in his position. Should he not join the union, he shall be discharged immediately upon the union furnishing an efficient workman.

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PAR. C. Paragraph B of Section 1 shall not apply to the association known as the Poster Artists' Association of America.

PAR. D. Nothing in this agreement shall prevent the employment in any shop represented by the party of the first part of any man who shall have heretofore made an employment contract or agreement prior to April 11th, 1904, with any employer represented by the party of the first part or an individual agreement with the Lithographers' Association, East or West or Pacific, provided that such men shall only be employed in the branch of the trade for which they were engaged by or under such contracts or agreements, it being understood that no person has been engaged under contracts above referred to to do Poster Artists' work.

PAR. E. It is further mutually understood and agreed between the parties hereto that Local Union No. 119, Paper Cutters, of New York and vicinity, being a body having only local jurisdiction, the terms of this agreement shall only apply to cutters within the jurisdiction of said Local Union No. 119, Paper Cutters of New York and vicinity.

SECTION 2. PAR. A. The rate of wages to be paid to the employes, members of the organizations represented by the party of the second part, shall not be reduced, except by mutual consent of both parties to this agreement; and the hours of labor which shall constitute a week's work for such employes during the term of this agreement shall not be increased.

PAR. B. The question of the shorter work week may be put up for joint action or arbitration upon the application of either party to this agreement.

SECTION 3. PAR. A. Overtime shall consist of any time worked in excess of the daily schedule of hours in any establishment, and compensation for same shall be as follows: For members of the Lithographers' International Protective and Beneficial Association of the United States and Canada, the International Protective Association of Lithographic Apprentices and Press Feeders of the United States and Canada, the International Association of Lithographic Stone and Plate Preparers of the United States and Canada, and Local Union No. 119, Paper Cutters of New York and Vicinity, time and a half for all overtime worked, and double time for time worked on Sundays and holidays; for members of the Poster Artists' Association of America and the Lithographic Artists, Engravers and Designers' League of America, time and one-half for all overtime work, including Sundays and holidays.

PAR. B. A national joint commission shall convene within thirty days after the date of this agreement for the specific purpose of determining an equitable method to prevent the payment of overtime to an employe who WILFULLY absents himself during the regular working hours during the week in which the overtime is worked, provided such absence is prior to his working overtime.

PAR. C. Paragraph B shall not apply to the Poster Artists' Association of America, in which organization the following agreement shall govern:

The Poster Artists' Association agrees that any of its members who shall wilfully lose regular time in an establishment shall make up such time on the same day before they shall be entitled to receive time and a half.

SECTION 4. PAR. A. The ratios of apprentices to journeymen under which the parties hereto are now working shall remain in force during the term of this agreement, with the exception that for the International Association

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of Lithographic, Stone and Plate Preparers of the United States and Canada, in all shops where less than five but at least three journeymen are employed, there may be at least one apprentice; the average number of journeymen in each establishment employed for the 52 weeks ending April 11, shall be taken as the basis of computation for the number of apprentices for the year next ensuing in such establishment; but in any particular case where this rule would work injustice, an exception to this rule may be made by reference to a joint commission.

Nothing in this clause shall prevent the submitting of the question of an increase of the ratios of apprentices to joint action or arbitration, under the following conditions:

First: Should the initiative be taken by the party of the second part;

Second: Should the question of the shorter work week be decided by joint action or arbitration in favor of the shorter work week, it being expressly understood and agreed that in case the hours of labor in any branch of the establishment represented by the party of the first part should be reduced, by joint commission or arbitration, the ratio of apprentices in such branch only may be made a subject of joint commission and arbitration.

PAR. B. In the nomination of apprentices in the Press, Transferring and Proving departments, preference shall if possible be given to press feeders. Of this, however, the employer shall be the sole judge.

SECTION 5. PAR. A. The piece, contract or task work system shall not be extended to any establishment in which it was not practised during the year 1905, nor shall the average quantity of work done under this system in those establishments in which it was practised during the year 1905 be increased.

PAR. B. And it is further understood and agreed that the members of the Poster Artists' Association of America will not be required or permitted to do piece work on stone, zinc or aluminum.

SECTION 6. PAR. A. Should any dispute or difference of a national character arise or any question undetermined by a Local Joint Commission, between the party of the first part and the party of the second part, or any of the members thereof who are subject to the terms of this agreement, on any question or point not specifically covered by the terms of the agreement, such differences and disputes shall be submitted to a national joint commission for settlement within four days, if possible, but within ten days at most, such national joint commission to consist of an equal number of delegates, to be selected by the two representative parties thereto, and the majority of such commission shall decide. In the event of a failure on the part of the said national joint commission to decide such differences or disputes, the same shall be submitted to a board of three arbitrators, within ten days, if possible, but within twenty days at most, one of whom shall be selected by the party of the first part, one by the party of the second part, and one by the two arbitrators so selected, and the decision of the majority of such arbitrators shall be final and binding upon both parties to the controversy.

PAR. B. Should any dispute or difference of a local character arise between any employer and employe who are subject to the terms of this agreement, on any question or point not specifically covered by the terms of this agreement, such differences and disputes shall be submitted to a local joint commission for settlement, within four days, if possible, but within ten days

at most, the said local joint commission to consist of an equal number of delegates to be selected by the two respective parties hereto, and the majority of such local joint commission shall decide, but any decision of any local joint commission which is not unanimously adopted by the delegates from both parties thereto may be appealed from to a national joint commission by either party, provided such appeal be taken within five days after such decision has been rendered. In the event of a failure on the part of the said local joint commission to decide such differences or disputes, the same shall be submitted to a national joint commission, and they failing to decide such differences or disputes, the subject shall then be submitted to a board of three arbitrators, within ten days, if possible, but within twenty days at most, one of whom shall be selected by the party of the first part, one by the party of the second part, and one by the two arbitrators so selected, and the decision of the majority of such arbitrators shall be final and binding upon all parties to the controversy.

PAR. C. All decisions of joint commissions and arbitrators shall be in writing.

PAR. D. In the event of refusal or neglect on the part of any member of the organizations, parties hereto, to carry out any decision of the said joint commission or board of arbitration, both parties hereto shall co-operate and use their entire joint influence and power to secure compliance with such decision.

PAR. E. National joint commissions shall consist of six delegates and local joint commissions of eight delegates, equally divided between the parties hereto, and in the case of the absence of any member his vote shall be paired with that of one of the delegates from the other party.

SECTION 7. And the said parties hereto further agree that during the term of this agreement no strike shall be called by the party of the second part, and no lockout shall be declared by the party of the first part.

SECTION 8. It is expressly understood and agreed that in no case shall the party of the first part discriminate in any manner against the members of the organizations, party of the second part, or any men who came out with the party of the second part during the strike of 1904; nor shall the party of the second part discriminate in any way against the members of the party of the first part.

SECTION 9. The terms of this agreement shall not be binding upon any member of the party of the first part in his dealings with employees who are not members of the organizations, party of the second part.

SECTION 10. PAR. A. This agreement shall continue and remain operative and binding upon the parties hereto and the individual members thereof for and during the term of three years from April 11, 1906. Three months prior to the termination of this agreement the parties thereto shall meet and determine whether an agreement shall be made for a further term.

PAR. B. Each party in executing this agreement represents and agrees that it has full authority to execute the same in behalf of all its individual members, and that all necessary steps have been taken to secure such authority.

In witness whereof, the parties hereto have caused this agreement to be signed by their respective presiding officers and secretaries the day and year first above written.

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MAILERS, NEW YORK CITY.

[About September 1, 1905, the New York Mailers' Union No. 6, a branch of the International Typographical Union, requested several changes in its newspaper scale, which were demurred to by the Publishers' Association, and were accordingly submitted to arbitration. Messrs. Don C. Seltz of the "World" and John Norris of the "Times" represented the Publishers' Association; and President D. J. McCullough, Vice-President D. L. Corcoran, and Secretary W. B. Fullam, the union, while Supreme Court Justice P. H. Dugro acted as arbitrator. The principal demands of the union were for an advance of \$3 in weekly wages, which were then \$16 and \$19 for day workers, and eight in place of ten hours of work on Saturdays. The arbitrator's award, made May 17, 1906, allowed an increase of \$1.50 in wages and nine hours' work on Saturday. The changes took effect September 1, 1905, and called for some \$15,000 back pay by the newspapers represented in the Publishers' Association. The following is the newspaper scale as revised in accordance with the award.]

ARTICLE I.

SECTION 1. None but journeymen members of Mailers' Union, No. 6, shall be employed in the stamping, delivering and mailing departments of daily, weekly, monthly, Sunday or evening newspapers, at stamping, mailing, bundling, delivering or elevator work.¹ Inserting, when done by union men, shall be paid for at day or night rates, as the case may be, of Mailers. Members of Mailers' Union No. 6 shall be given the preference in such employment.

² SECTION 2. Foremen of mailing and delivery departments shall be members of Mailers' Union No. 6, and shall supervise and attend to all work as specified in preceding section.

ARTICLE II. NIGHT WORK.

³ SECTION 1. Seven consecutive hours, or any part thereof, shall constitute a night's work, on all nights except Saturday night, when nine consecutive hours or any part thereof, shall constitute a night's work.

⁴ SEC. 2. Beginning with September 1, 1905, stampers and delivery clerks shall receive \$23.50 per week.

⁵ SEC. 3. Beginning with September 1, 1905, mailers and elevator men shall receive \$20.50 per week.

⁶ SEC. 4. Overtime for night stampers and delivery clerks shall be at the rate of 60 cents per hour.

Overtime for night mailers and elevator men shall be at the rate of 55 cents per hour.

⁷ SEC. 5. Extra journeymen to regular force shall receive 50 cents more than scale on all nights except Saturday night, when \$4.50 shall be paid for nine hours or any part thereof.

⁸ SEC. 6. Night work on Saturday nights shall commence between the hours of 4.30 P. M. and 11 P. M.

ARTICLE III. DAY WORK.

⁹ SECTION 1. Eight consecutive hours, or any part thereof, shall constitute a day's work, and six days a week.

(1) Under last scale "Inserting" was done by the piece. It is now at time rates for members of the union.

(2) New section.

(3) Reduction of one hour on Saturday night only.

(4) Increase of \$1.50 for week — seven nights.

(5) Increase of \$1.50 for week — seven nights.

(6) Overtime increase 10 cents an hour.

(7) Extra journeymen formerly received same as steady men now receive an additional 50 cents. Saturday night's work formerly called for 10 hours at \$4.00. They now work 9 hours for \$4.50.

(8) New section.

(9) Same as previous scale.

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10 SEC. 2. Stampers and delivery clerks, beginning with September 1, 1905, shall receive \$20.50 per week.

11 SEC. 3. Mailers and elevator men shall receive \$17.50 per week.

12 SEC. 4. Overtime for day stampers and delivery clerks shall be at the rate of 55 cents per hour.

Overtime for day mailers and elevator men shall be at the rate of 50 cents per hour.

13 SEC. 5. Extra journeymen to regular force shall receive 50 cents more than scale per day, for eight hours, or any part thereof.

14 SEC. 6. Double time shall be paid for all Sunday work on evening newspapers.

ARTICLE IV. APPRENTICES.

SECTION 1. Apprentices shall be limited one to each chapel, but all apprentices now employed shall be allowed to finish their full term for learning the trade of mailer. Apprentices wages shall be whatever the employer sees fit, and he shall serve at least four years as such, but no apprentice shall be adjudged a journeyman until he shall have served the full term of four years.

SEC. 2. Apprentices may learn one branch each year of their apprenticeship, but will not be allowed to stamp until the fourth year, and shall not take the place of a journeyman unless a substitute cannot be secured. Apprentices after graduating shall be allowed to fill the first vacancy.

ARTICLE V.15

Men working in the day time are to be considered day men, and men, working at night are to be considered night men, irrespective of whether they are employed on morning, Sunday, weekly or afternoon work.

ARTICLE VI.15

Mailers' Union No. 6, whenever called upon, will supply the offices with competent, experienced and satisfactory men, and if the union should fail or neglect to supply such help in ample time to prevent delay on the issue of the paper, after such demand shall be made upon it, it shall be proper for the office making such demand to secure such help from any source possible, and retain such help permanently in its employ, provided such help shall be eligible and shall immediately make application to become a member of Mailers' Union No. 6.

ARTICLE VII:

This scale shall stand for three years, commencing September 1, 1905.

(10) Increase of \$1.50.

(11) Increase of \$1.50.

(12) Overtime increase 10 cents an hour.

(13) New section.

(14) New section.

(15) Same as former scale.

PHOTO-ENGRAVERS, ROCHESTER.

*These articles, made and mutually agreed upon this..... day of....
....., 190....., by and between the Rochester Photo-Engravers
Union No. 22, per its authorized committee, parties of the second part,
and the following photo-engraving and newspaper firms of Rochester,
N. Y., parties of the first part:*

The Rochester Herald Co.....
The Culver Engraving Co.....
The Central Printing & Engraving Co.....
The Christy Engraving Co.....
The Post Express Printing Co.....
The Union & Advertiser Co.....

(Signed.)

WITNESSETH: That from and after.....for a
term of two years and for such reasonable time thereafter (not exceeding
thirty days) as may be required for the negotiation of a new agreement, all
the parties hereto agree to faithfully observe and enforce the conditions and
terms of this agreement as hereinafter set forth, viz:

FIRST. That the employing photo-engravers shall employ only members of
the International Photo-Engravers Union, or such men as signify their in-
tentions to make application for membership in Photo-Engravers' Union No.
22, I. P. E. U. at the following regular meeting and that no non-union man
shall be allowed to go to work without having procured a temporary working
permit from the chapel chairman.

SECOND. That the employing photo-engravers shall not pay less than the
following minimum journeymen scale of wages:

Half-tone photographers.	\$21 00 per week
Half-tone etchers.	21 00 per week
Half-tone finishers (engravers)	21 00 per week
Line finishers	18 00 per week
Proofers.	18 00 per week
Line etchers.	18 00 per week
Routers and blockers	18 00 per week
Half-tone printer	15 00 per week

THIRD. That the working hours shall be 48 hours per week; that no
employee shall be laid off between starting time and noon hour or noon hour
and quitting time. In the absence of a journeyman, should another journey-
man not be available to take his place, the employer be allowed to put the ap-
prentice to work, pending the approval of the chapel.

FOURTH. It is further agreed that if the conditions in any shop are such
that it is not advisable to employ a printer, that the etchers' apprentice shall
do the printing at the regular apprentice wages.

FIFTH. That all extra time be charged as follows: Overtime, time and one-
half; holidays and Sundays, double time.

SIXTH. Holidays to be observed are New Year's Day, Decoration Day,
Fourth of July, Thanksgiving Day and Christmas Day.

SEVENTH. That apprentices are to serve an apprenticeship of not less than five consecutive years in one shop, beginning at the age of sixteen years or over, and that the probationary period, after five years have been served in one branch by an apprentice, shall not exceed one year.

EIGHTH. That all apprentices shall be mutually and formally indentured to both parties to this agreement, and that Photo-Engravers' Union No. 22, I. P. E. U. shall recognize apprentices; and, that the wages of apprentices are to be fixed by employers; and, that such apprentices as are not satisfactory for any reason may be dismissed at the option of the employers.

NINTH. That the ratio of apprenticeship shall be as follows: One apprentice to three journeymen, two apprentices to seven journeymen. In shops with less than three journeymen, one apprentice to each shop.

TENTH. That the employing Photo-Engravers reserve themselves the right to require any journeyman or apprentice, when the situation may demand, or when he may be idle in his own branch, to assist temporarily in any of the several branches of the business, other than the one in which he may be chiefly employed or specified.

ELEVENTH. That this scale of wages and agreement is to take effect at once.

TWELFTH. That no contracts, verbally or otherwise, shall be entered into by and between the employers and employees during the life of this agreement, unless said contract has been presented to the International Photo-Engravers' Union and endorsed by same.

THIRTEENTH. That all further dispute that may arise not covered by this agreement, shall be submitted to an arbitration committee, consisting of two from each party to this agreement, and if this committee shall fail to agree, then said four members shall choose a fifth, who shall be a disinterested party. Said fifth member shall be chosen by said four members within three days from their failure to agree. Said committee shall render its decision within three weeks from the time of the appointment of said fifth party. During the time of said arbitration, no strike or lockouts shall be engaged in by either party to this agreement.

Wage scale, hours, and the apprentice ratio as well as the constitution of the laws of the Photo-Engravers' Union No.—, and the International Photo-Engravers' Union of North America, shall not be subject to arbitration.

WALL PAPER MACHINE PRINTERS, CORTLAND, GLENS FALLS, ETC.

[Terminating dispute of July 8-10, described in Table I, p. 52.]

Articles of agreement between The Wallace Wall-Paper Co., hereinafter called the Manufacturer, party of the first part, and the Machine Printers and Color Mixers' Union, and the Machine Printers and Color Mixers, subscribers hereto, parties of the second part, witnesseth:

ARTICLE I. It is hereby mutually agreed that the contract entered into between the above mentioned Manufacturer and the Machine Printers & Color Mixers for the year ending June 30, 1906, shall as to the parties hereto continue in force until the 31st day of July, 1906.

ARTICLE II. That this contract as to the terms of employment shall continue in force from August 1, 1906 to July 31, 1907, and as to all its other terms and conditions, excepting only the duration and terms of employment,

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shall continue in force for a period of three years, namely, from August 1, 1906, to July 31, 1909.

ARTICLE III. The manufacturer guarantees to the Machine Printers and Color Mixers, subscribers hereto, fifty (50) weeks' employment during the period between August 1, 1906 and July 31, 1907, the employment to be continuous excepting as hereinafter specified at the following rate of wages:

Color mixers, at least.....	\$25 00
Six color machine printers, at least.....	20 00
Eight color machine printers, at least.....	22 00
Ten and twelve color machine printers, at least.....	25 00

And an additional dollar per week shall be paid for the machine printing varnish.

ARTICLE IV. The wages thus specified are to cover six working days of ten hours each, excepting that during the months of May, June, July and August, 1907; April, May, June, July and August, 1908, and April, May, June, July, August and September, 1909, five working days of ten hours each and one day, Saturday, of five hours each shall constitute a week's work. In case it is necessary to work overtime, or on any of the following designated holidays: Fourth of July; Labor Day; Thanksgiving; Christmas; New Year's, Washington's Birthday, and Decoration Day, it is agreed that for such overtime or holiday, that machine printers and color mixers shall receive time and one-half time, and shall work but four nights a week, Wednesday and Saturday being omitted. But it is understood there shall be no pay for legal holidays unless the mill is run. It is also agreed that should it be necessary to run any mill all night, even though a double force of men be hired, time and one-half time shall be paid to the night force.

ARTICLE V. The agreement hereby made embraces a sufficient number of printers and color mixers to fully equip the said factory, and the latter agree in the event of the absence, through illness or otherwise of any machine printer or color mixer referred to in this agreement, to provide equally competent help to supply the places of the absent machine printers or color mixers, and in the event of their inability to do so, the privilege is retained by The Wallace Wall-Paper Co. to employ the best help obtainable to fill such vacancies, pending the inability of the Machine Printers and Color Mixers' Union to fill such vacancies from their membership.

ARTICLE VI. The Machine Printers and Color Mixers' Union further agrees on behalf of its members, and particularly on behalf of those employed by The Wallace Wall-Paper Co., that it will refrain from interfering with the management of the factory in the slightest detail. The party of the first part agrees that at least one boy shall be on a machine at all times, or one man for two machines, and two boys or one man while changing, and one helper to each color mixer, and that it will employ a color mixer to every three printing machines operated and will not employ a larger number of apprentices than one to every seven machine printers and one to every five color mixers. The machine printers and color mixers individually agree that during the period of their agreement, they will remain in good standing with the Machine Printers and Color Mixers' Union.

ARTICLE VII. It is agreed that the party of the first part shall have the privilege of discharging any machine printer or color mixer who may become incompetent or careless in his duties and in the event of any disagreement between the parties of the second part and the parties of the first part, that the grievance shall be submitted first to a committee of the parties of the second part. If the grievance so submitted by the parties of the first part to the parties of the second part or vice versa, cannot be amicably adjusted immediately between them, or in case the parties of the second part desire or claim the right to submit the question to their National Organization, then the decision of the parties of the first part shall prevail and work shall continue until such matter is either adjusted between the parties to this contract themselves or until the dispute shall be decided by the National Organization for the parties of the second part.

ARTICLE VIII. It is furthermore agreed that the manufacturer will, during the continuance of this agreement, use only Union cut blocks; the blocks now owned, contracted for or required for use in the line of the manufacturer for the season beginning July 1, 1906 and ending July 31, 1907, or now on hand or owned by the manufacturer, shall be treated and considered Union cut blocks and will be stamped or marked by the Block Cutters' Union, and at its expense; and that there will be and shall be no increase of the wages nor lessening of the hours of the Block Cutters' Union for and during the term of this contract, and for a violation of this term of the contract, the whole contract shall be null and void; provided, however, that no non-union cut blocks acquired in violation of a like provision in any contract existing since July 1, 1904, shall be used.

ARTICLE IX. Both parties agree to give at least thirty days' notice of any contemplated change upon their part, if the party of the first part desires to make a change or parties of the second part before the expiration of this agreement.

It is expressly understood and agreed that in the event of serious injury to or the destruction of the factory or premises of the said manufacturer by fire, wind storm or other misfortune, this agreement shall be null and void during the continuance of the disability of the company on account of such injury or destruction to property.

ARTICLE X. It is further understood and agreed that the party of the first part hereto shall not and will not place any orders for the manufacture of goods with any other than a Union factory which has executed with its Union men a fac-simile of this agreement.

In witness whereof, the respective parties have hereunto set their hands and seals this 1st day of August, 1906.

IX. CLOTHING, MILLINERY, LAUNDRY.

CLOAK MAKERS AND PRESSERS, NEW YORK CITY.

[Reported by the union May 31, as signed by twenty-seven employers.]

Memorandum of agreement made this day of May, 1906, by and between the firm of, consisting of hereinafter called the Firm, party of the first part, and the Childrens' Cloaks and Reefer Makers' Union and the Cloak Pressers, Locals Nos.

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17 and 35 of the I. L. G. W. N., a voluntary association, hereinafter called the Union, party of the second part.

The firm hereby agrees to employ and does employ the said Union to perform for it all the operating, finishing, busheling, pressing and cutting required by the firm in the manufacture of childrens' cloaks and reefers and to pay for same in accordance with the price-list below on the conditions stated below, and the Union agrees to perform said work in a first-class workmanlike manner

The hours of work shall be as follows:

On the first five working days of the week; from 7:30 A. M. to 6 P. M. with one hour recess for dinner, and on the last working day of the week from 7:30 A. M. till 5 P. M. and one hour recess for dinner.

The firm agrees to employ on said work no persons except members in good standing of the said Union.

An officer or duly authorized committee of the Union shall have a right to enter the factory of the firm to confer with members of the Union employed in said factory.

Cutters shall be allowed a half-day holiday on Labor Day and Election Day without any deduction from the wages.

Wages shall be paid weekly in cash on each and every third day for work completed until and including the previous six days.

Prices on new styles shall be determined by a shop committee and the firm, reference to be had to prices on present styles.

The week-hands shall be paid for overtime work at the rate of one and one-half ($1\frac{1}{2}$) times the usual wages. Under no circumstances shall overtime work be allowed on Monday nor on any day after 8:30 P. M. The employees shall be notified at 4 P. M. of the same day when overtime work is desired by the firm.

The fees of counsel retained to draw this agreement shall be paid by both parties equally.

This agreement is to take effect at once and to continue in force until the first day of, 1907.

It is further agreed in view of the fact that the damages which the Union is likely to sustain through a breach of contract on the part of the firm are incapable of exact ascertainment, that the firm in case of its violation of this contract shall pay to the Union the sum of \$500 as liquidated damages.

No work shall be sent to be done outside of the factory located at, unless all inside hands are engaged to the full capacity of the factory.

As security for the faithful performance by it of the terms of this contract, the firm shall execute a promissory note for the sum of five hundred (\$500) dollars. The Union shall become the absolute owner of the note upon the occurring of a breach of contract on the part of the firm and after at least two employees will make a sworn statement of the breach of contract.

In witness whereof, the firm has caused these presents to be signed by one of its members and to sign its firm name and affix its seal and the association has caused one of its officers to sign its name and annex its seal this day of, 1906.

GARMENT WORKERS, BROOKLYN.

[Terminating dispute of March 2-May 25, described in Table I, p. 56.]

Articles of agreement made this twenty-eighth day of May, nineteen hundred and six, between J. Eisner & Company, a corporation, duly organized under the laws of New York, of the Borough of Brooklyn, City and State of New York, parties of the first part, and the United Garment Workers of America, a duly organized, voluntary association, representing in this agreement its following locals, to wit: the Coat Makers Local, No. 15; the Vest Makers Local, No. 16; the Button-hole Makers Local, No. 94; the Pants Makers Local, No. 159, and the Childrens' Jacket Makers Local, No. 175, parties of the second part, in manner following:

WHEREAS, the parties of the first part are carrying on the business of manufacturing clothing of all kinds, and having their factory and place of business at No. 926 Sheffield avenue, in said place; and are desirous of employing various workingmen, all members of the said Union; and whereas, the said parties of the second part are organized by their said members for the purpose of working together in a harmonious and profitable manner and for the common benefit of all members of the said Union; and for that purpose desire to work with those and those only who are good standing members of the said Union, and abide by its rules and regulations,

WITNESSETH, that in consideration of the mutual promises by each of the parties herein to the other, and in consideration of each of the parties herein performing the terms and conditions of this agreement, as hereinafter stated, each of the parties hereby agrees to perform the within terms and conditions for a period of three (3) years, commencing on the aforesaid date and ending on the twenty-eighth day of May, nineteen hundred and nine, as follows:

FIRST. The parties of the first part hereby agree to employ in their said place of business during said term, all such basters, operators, finishers, pressers, fitters, button-hole makers, bushelers and such other workingmen, each in his said capacity, as shall be furnished them by the parties of the second part; and shall during the said term, employ no employees, workingmen or help, other than those belonging to and who are members of the parties of the second part and in good standing thereof, and who conform to the rules and regulations of the said parties of the second part; and the said parties of the first part shall cease to employ all such employees as shall not be in good standing, and who shall not conform to the rules and regulations of the said parties of the second part, upon the said parties of the first part being duly notified to that effect by their duly credentialed representatives.

SECOND. The parties of the first part hereby agree to abide by the rules and regulations of the parties of the second part, as known in the trade; and agree to permit and allow representatives of the parties of the second part to enter their factories at any hour of the day and night for the purpose of inspection and enforcement of the terms and conditions of this agreement. The parties of the first part shall in no instance employ working men and help whatsoever, even those who are members of the parties of the second part, unless such working men, help and employees and each

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of them shall have first produced a pass-card duly executed and signed by the authorized business agents of the parties of the second part; said card shall show that its bearer and holder is a member in good standing of the parties of the second part, and that he has fully complied with the rules and regulations of the said parties of the second part.

THIRD. The system of work in and about the said factory and place of business of the parties of the first part shall be that known as week work; that is, the employees herein are to be employed by the week only, excepting the pants makers of Local No. 159, who are to continue to work piece work. The rate of wages shall during the term be gradually increased; but in no instance shall the rate of wages be lowered or decreased.

The total number of hours per week during the term, excepting during the months of June, July and August, shall not exceed fifty-seven and a half (57½) hours per week. The hours of labor for any working day shall begin at 7:30 o'clock in the forenoon; and the day's labor to end not later than six o'clock in the afternoon; excepting the last working day of the week, the day's labor shall end not later than five o'clock in the afternoon; and also except the last working day of the week during the months of June, July and August, the day's labor shall end not later than one o'clock in the afternoon. During the hour from twelve at noon until 12:45 — for a period of forty-five minutes — of each and every day, no work shall be done but the same shall be devoted for noon recess.

Parties of the first part do also agree, that should a shorter work day become current in the tailoring trades during the period for which this agreement is signed, that they will grant the same to their employees.

FOURTH. The wages and earnings of the employees and working men for each and every week shall be paid to them on the last working day of each and every week; the week's work to begin on any day of the week according to the consent of the parties of the first part and the said employees. *During the slack season of the year all employees and working men that shall have worked at said place of business during the busy season of the year, shall remain and continue to work, if they so desire; and in that event whatever work there shall be in the said factory shall be divided between all of them; or all of them shall be put to work half time or at any fraction of a day or week, according to arrangement; but no working men or employees shall be laid off or discharged on account of slack (sic) so as to keep a number of them working full time.*

FIFTH. The parties of the second part hereby agree to furnish all such employees, working men and help that at any time it may have on its application books, which books they agree to keep for the benefit of the parties of the first part and the said employees and working men; and hereby agrees to furnish such help and employees to the parties of the first part, whenever so by them requested, without charging any fees or receiving any remuneration for such services, from either the said parties of the first part or said employees and working men.

SIXTH. The parties of the second part hereby agree to see that the said employees and working men that they shall furnish to the parties of the first part shall devote all their time, attention, skill and diligence to the performance of the works hereinbefore mentioned, during the hours hereinbefore

stated; in the event of any dispute arising between the parties of the first part and any of the said employees, about the terms and conditions of this agreement and the fulfillment thereof by them, the same shall be referred to the General Executive Board of the parties of the second part; and in no instance shall the parties of the first part discharge any of their said employees, nor shall any of the said employees leave their said employment for any reasons arising out of any disputes between them and the said parties of the first part as aforesaid, without first submitting their matter of dispute and difference to the said Executive Board; and the parties of the second part hereby agree to endeavor and duly to exert themselves through their said Executive Board to promote and bring about as amicable a settlement of all such disputes and differences as in the nature of things shall be possible.

SEVENTH. Each of the said locals shall have a shop chairman, whose duty it shall be throughout all times to maintain order in the said factory, and to promote the harmonious working together between the said parties of the first part and the said employees; and in this matter he shall absolutely and fairly represent the interests of the said parties of the first part as well as the interests of the said employees and working men; and the said parties of the second part hereby agree to give full effect to any arrangement made between the said shop chairman and the said parties of the first part.

EIGHTH. The following eight days shall be holidays for which the said employees shall be paid for according to the rate of their wages though they shall not work on the said days, to wit: Washington's Birthday; the Fourth day of July; Labor Day; Rosh Hashanah; Iom Kippur; Christmas; New Year's and Election Day.

If other holidays not herein specified are to be observed, one week's notice must be given the J. Eisner & Company, parties of the first part.

NINTH. If the parties of the first part shall lay off or stop the said employees or working men on any Saturdays or the last days of the week during the said term; then and in that event such a proportion of the employees' wages or earnings shall be deducted from their said wages or salaries as the number of hours that they shall so stop or be laid off during the said last days of the week shall bear to the whole number of working hours in a week.

The parties of the first part hereby agree to furnish free of charge, to all pressers that they may employ, such press cloth as shall be necessary for said pressers in their said works.

TENTH. The parties of the first part shall have the right to discharge any employees for incompetency or misconduct.

ELEVENTH. In the event of the parties of the first part dissolving or ceasing to do business during the period covered by this agreement, then in that event, said agreement shall be in all respects ended and terminated.

In witness whereof, the parties herein have set their hands and seals the day and year first above written.

(Signed) J. EISNER & Co.

B. A. LARGER,

General Secretary, U. G. W. A.

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KNEE PANTS MAKERS, NEW YORK CITY.

[Terminating dispute of May 30-June 23, described in Table I, p. 56.]

Memoranda of agreement, made and entered this 25th day of June, 1906, by and between the Knee Pants Makers' Union No. 1 of New York, a corporation duly organized under and by virtue of the laws of the State of New York, and being Local Nineteen of the United Garment Workers of America, party of the first part, and, party of the second part, viz:

FIRST. Said party of the first part hereby agrees to and with the party of the second part to furnish to said party of the second part all the operators and pressers which said party of the second part may or will require for the purpose of manufacturing knee-pants, and it also agrees that all the so furnished operators and pressers should be competent and skillful in the respective branches of their employment.

SECOND. And said party of the second part further agrees to and with said party of the first part to employ, or cause to be employed, none but bona-fide members of the said party of the first, that is to say, that all the help employed by party of the second part shall and will be members in good standing of party of the first part.

THIRD. And it is further agreed between the parties to these presents that 59 hours shall and will constitute a week's work, to wit: From 7 o'clock A. M. to 12 noon, and from 1 o'clock P. M. to 6 P. M., during the first five days of the week, and from 7 o'clock A. M. to 12 noon, and from 1 o'clock P. M. to 5 o'clock P. M. on the sixth day of the week; and that said employees so furnished by said party of the first part should not be required nor allowed by the party of the second part to work a greater number of hours than the specified heretofore.

FOURTH. And it is agreed that said party of the second part hereby select out of the membership of the party of the first part operators and pressers of skill and competence, known and satisfactory to said party of the second part, and that the said party of the second part hereby agrees to employ said operators and pressers selected by said party of the second part as aforesaid during the whole term of this agreement. And that in case if one of the selected operators and pressers shall become sick or disabled for any considerable period of time or otherwise leave the employment, then it should be the duty and obligation of the party of the first part to substitute said employee by another member of said party of the first part, competent and skillful in that particular line or branch of employment.

FIFTH. And it is also agreed that party of the second part shall and will pay to the employees furnished to (sic) by party of the first part, the prices as set forth in the schedule hereto annexed, and not less, and that said employees will work for said prices, and shall not and will not require higher prices during the continuance of this agreement. And that said party of the second part shall and will not pay to all the employees furnished to as aforesaid all their wages or salaries on the last day of each and every week.

SIXTH. And it is further agreed that said party of the second part shall and will supply all and any of the employees furnished to (sic) by the party of the first part as aforesaid with all the sewing machines, needles, oil, iron

and other tools, instruments and materials, which are or may be required in the course of their respective employment, free of any charge, and that said party of the second part shall and will keep said machines in good working order and repair at his, said party's of the second part own expense. And that the pressers only should be permitted to fold to work.

SEVENTH. And it is further agreed that said party of the second part shall and will deposit with the said party of the first part a promissory note in the sum of dollars, which is given as a security for the better performance on the part of the second part of all the terms and conditions of this agreement, it being hereby expressly agreed and understood that the said sum of dollars is the amount of the final, stated and liquidated damages for any breach of this agreement by either of the parties, it being hereby expressly stipulated and agreed that this shall not cover a failure of the party of the second part to pay to its employees their earned wages or salaries.

EIGHTH. And it is finally agreed that this agreement shall and will remain in force for the period of one year from date.

In witness whereof said party of the first part has hereunto caused this agreement to be signed by its secretary and sealed with its seal, and party of the second part signed and sealed the same day and year first above written.

In the presence of

H. ZUCKERBERG,
Secretary.

LAUNDRY WORKERS, ALBANY.

[The following agreement varies from the standard form of the International Union in calling for one month's notice in paragraph 12 instead of three months. The hours of work (par. 3) and number in the board of arbitration (par. 7) are left to local negotiations.]

This agreement, entered into this the day of 190., by and between Ide Bros., hereinafter known as the employer, and the Shirt, Waist and Laundry Workers' International Union, headquarters, Troy, N. Y., herinafter known as the Union.

Witnesseth, That in consideration of the use of the Union Trade label or stamp the employer agrees to abide by the following conditions:

FIRST. The employer agrees to employ none but good standing members of their union in each branch or department.

SECOND. That in accordance with State laws relating to workshops, all sanitary conditions shall be observed.

THIRD. Fifty-five hours shall constitute a week's labor. No reduction in wages to be made on account of reduction of hours of labor.

FOURTH. The employer shall abide by the union conditions as entered into and agreed upon in each branch or department.

FIFTH. It is mutually agreed that the union will not cause or sanction a strike, or the employer will not lock out his employees while this agreement is in force.

SIXTH. When necessary, a properly accredited officer or representative of the International Union shall be allowed to inspect the shop conditions and use of the label, etc., in factory or laundry.

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SEVENTH. All questions of wages or conditions of labor which cannot be mutually agreed upon shall be submitted to a board of arbitration composed of three persons, one to represent the employer and one person to represent the union, these to select a third member of the board.

EIGHTH. The decision of a majority of this board shall be final and binding on the employer, the employees, and the union.

NINTH. Said label or stamp is the property of the union and shall be in possession of a member designated by the union. It is further agreed that on the discontinuance of this contract, the employer agrees to return all labels, cuts or stamps furnished, without cost to the union. And to surrender all claims to their further use.

TENTH. The union on its part agrees to exert its power as a labor organization to advertise and to make all reasonable effort to benefit the business of the employer.

ELEVENTH. This agreement shall not be transferable.

TWELFTH. This agreement shall remain in force until Should either party desire to alter, amend, or annul this agreement, they shall give a written notice thereof one month prior to the expiration of the term of this agreement.

Signed by

IDE BROS.,

For Employer.

J. W. SMILEY,

For International Union.

At a meeting of Local Union No. [19,] the foregoing contract was approved.

JOHN T. ROSS,

President.

CHAS. A. MILLER,

Secretary.

NECKWEAR MAKERS, NEW YORK CITY.

[Terminating dispute of July 6-14, described in Table I, p. 58, and in chapter IV.]
*Memoranda of agreement made and entered this 16th day of July, 1906, by
and between the United Neckwear Makers Union 11016 A. F. of L.
party of the first part, and party of the second
part, viz.:*

FIRST. Said party of the first part hereby agrees to and with said party of the second part, to furnish said party of the second part all the operators, turners, point makers and pressers which he, said party of the second part, may or will require, and said party of the first part hereby also agrees that all the so furnished employees shall and will be competent and skillful in the respective branches of their employment as workers on neckwear, on which said party of the second part hereby agrees to employ them at his place of business.

SECOND. And said party of the second part therefore agrees to and with the said party of the first part, to employ none but *bona fide* members of the union, that is to say, that all the employees which said party of the second part shall and will employ for the purpose of manufacturing neckwear, shall and will be members in good standing of the party of the first part.

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THIRD. The party of the second part shall not hire any learners without the permission of the party of the first part.

FOURTH. It is also agreed that neither of the employees mentioned in schedule shall or will be discharged before the end of this agreement, unless for a good and just cause. And it is agreed, that a good cause for discharge should be deemed when an employee in good health fails to report to work for three days in succession.

FIFTH. And it is also agreed that party of the first part shall at no time order a strike, or suffer a strike to be ordered for any cause whatsoever, on the premises of the party of the second part, except in case of any breach of this agreement. And that in case of any difficulties with party of the second part, said difficulties are to be and will be, submitted to the Executive Committee.

SIXTH. The scale of prices shall be determined by the employees on the premises. If the party of the second part fails to agree with the party of the first part, party of the second part has the right to appeal to the Executive Council of the Union for final settlement.

SEVENTH. And it is also agreed that fifty-four hours shall and will constitute a week's work, and that the employees furnished to party of the second part as aforesaid shall and must be paid their respective wages or salaries every week on a certain day.

EIGHTH. And it is also agreed that the party of the first part shall and will have a right to send to the place of business of party of the second part, mentioned heretofore, a duly accredited representative to ascertain whether all of the terms of this agreement are carried out by all parties concerned.

NINTH. And it is agreed that this agreement shall take effect immediately, and remain in force until the

Witness hands and seals the day and year first above written.

ADOLPH FARKAS [L. S.]

Secretary of Party of the First Part.

..... [L. S.]

Party of the Second Part.

X. FOOD, LIQUORS AND TOBACCO.

BAKERS, ALBANY.

[Reported by union as signed by twenty-six employers.]

This agreement made this 1st day of May, 1905, between the Bakery and Confectionery Workers' International Union of America, Local Union No. 10, of Albany, N. Y., party of the first part, and

*.....of the city of.....
New York, party of the second part, Witnesseth:*

WHEREAS, The party of the first part is an association of more than seven individuals, and composed of practically all the skilled and competent bakery and confectionery workers of the cities of Albany and Rensselaer, who work for and are employed by only such as are willing to conform to their terms and rules of labor; and

WHEREAS, Said party of the second part is desirous of obtaining the assistance of the party of the first part and its members, and the privilege of

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employing its members, and is willing to comply with all the rules and requirements of the party of the first part; it is,

In consideration of the sum of one dollar (\$1) each to the other in hand duly paid, the receipt whereof is hereby acknowledged, and of the covenants herein made, agreed:

FIRST. That the party of the second part shall employ none but members in good standing of the party of the first part.

SECOND. That said party of the second part shall employ but one apprentice only in each separate shop.

THIRD. No employee shall be required to, or shall, begin work before 7 o'clock in the morning, except dough mixers, who shall start not earlier than 4 o'clock A. M., or to bake bread, rolls, pies, cake or pastry between the hours of 4 and 7 o'clock in the morning.

FOURTH. Ten hours a day for six successive days shall constitute a week's work.

FIFTH. The party of the second part shall not board or lodge an employee.

SIXTH. That the label, called the Union Label, shall appear on each and every loaf of bread baked by the party of the second part.

SEVENTH. No employee of the party of the second part shall be permitted to work during any part of the day in his shop on the following holidays, to wit: Decoration Day, Labor Day, Thanksgiving Day, Christmas and New Year's Days and July Fourth.

EIGHTH. During such time as all the foregoing provisions of the agreement are compiled with by the party of the second part, the party of the first part agrees to furnish the party of the second part competent and skilled employees for his shop within three days after notice in writing of his desire therefor, such notice to be handed personally to the president or treasurer of the party of the first part.

NINTH. This agreement to remain in effect until May 1, 1907.

In witness whereof, the parties hereto have hereunto set their hands and seals the day and year first above written.

BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL
[SEAL.] UNION OF AMERICA, LOCAL UNION NO. 10, OF ALBANY.

N. Y., by

Witness to signatures of
President and Secretary,

..... [L. S.]

President.

..... [L. S.]

Secretary.

..... [L. S.]

Witness,

..... [L. S.]

BAKERS, BUFFALO.

[Reported by union as signed by seventy-five employers.]

WHEREAS, in the past differences and inconveniences have arisen in the bakery and confectionery business between employers and employees, and trade has been interfered with, and strikes and losses to both parties have resulted together with great injury to the public, and

WHEREAS, both parties are desirous of arriving at a common understanding and agreement, which will prevent such difficulties in the future, and which will insure the employer of competent workmen and the employee of proper wages and regular employment:

Now therefore this agreement, made this day of 1906, between Local Unions Nos. 16 and 160 of Buffalo, N. Y., of the Bakery and Confectionery Workers' International Union of America, party of the first part, and boss and employer of bakers, in the city of Buffalo, N. Y., party of the second part, for and in consideration of the mutual covenants and agreements hereinafter set forth, Witnesseth:

FIRST. The said party of the first part hereby agrees to protect the said party of the second part against all strikes by the members of the party of the first part, providing the provisions of this contract are lived up to, and to grant to the party of the second part the use of the labels of the party of the first part, and to furnish as many competent men as may be necessary to do the work of the party of the second part.

And the party of the second part hereby agrees:

FIRST. That he will give all the bakery and confectionery work to be done by him to the members of the party of the first part, except that this agreement shall not be construed to require the party of the second part to discharge any persons in his employ at the time this contract is entered into, or to deprive any person now in the employ of the party of the second part of his employment.

And it is further provided that the provisions of this article shall not apply to apprentices, bakers and confectioners to be furnished to second party through the agency of the officers of Local Unions No. 16 and 160, located at No. 694 Jefferson street, corner Davis, Buffalo, N. Y. Men to be employed and laid off in rotation under direction of first party, except oven hands and mixers on machinery.

SECOND. That he will not keep a baker employed by him in board or lodging.

THIRD. That he will place upon all breads, pies or crackers, manufactured by him, the Union Label of the party of the first part, for which said label he agrees to pay for the use of same the sum of ten cents (\$0.10) per thousand.

FOURTH. He shall be entitled to as many labels as are required in his business, and the first hand shall be responsible for the same.

FIFTH. If he employs five members of the first party or less, he shall be entitled to one apprentice; over five men and less than ten men two apprentices; over ten men and less than fifteen men three apprentices, and so on in like proportion.

SIXTH. That he will pay oven hands on bread and cake not less than \$16 per week; bench hands not less than \$14 per week. All over time to be paid:

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oven hands 50 cents per hour; bench hands 40 cents per hour; no over time to be included in day work and not to exceed three hours per week over time for each man on night work, as longer hours, than herein provided, are dangerous to the public and detrimental to the workers.

SEVENTH. If he requires a helper, he shall pay to the said helper, if an oven hand \$3 per day, and to a bench hand, \$2.50 per day. Extra time to be under the same regulations and at the same rate as for regular hands.

EIGHTH. Ten hours shall constitute a day's work, between the hours of 5 A. M. and 7 P. M. Nine hours shall constitute a day's work if any time is worked between 7 P. M. and 5 A. M. This shall not include the time taken for meals. Sponge setting to be included in the regular day's work.

NINTH. That he will pay all wages as soon as time has expired each and every week.

TENTH. That he will not require or permit his employees to work on Labor Day or the following night.

ELEVENTH. That he will admit the Business Agent or Committee of Bakers Unions No. 16 and 160 to his shop at all hours of every work day.

TWELFTH. For every violation of this contract the parties hereto agree that the party violating the said contract shall pay to the other party the sum of \$25 which sum is fixed by the parties hereto owing to the difficulties of arriving at the exact damage which may exist for each particular violation, and which is to be regarded as liquidated damages and not as a penalty. And, in case the said party of the second part violates this agreement, it is expressly agreed that said first party shall have the right to withhold from the said second party the use of the Union Label until said liquidated damages are paid.

This contract shall continue in force and effect from May 1, 1906, to May 1, 1907.

.....
As President of Local Union No. 16.

[SEAL.]

.....
As President of Local Union No. 160.

.....
Boss and Employer.

STATE OF NEW YORK,
County of Erie, City of Buffalo.

On this day of 1906, before me the subscriber, personally came to me personally known, who, being by me duly sworn, did say that they are respectively the President of Local Union No. 16 and the President of Local Union No. 160, and that the seal affixed to the foregoing instrument is the seal of said Unions, and that said instrument was signed and sealed in behalf of said Unions by their authority, and the said acknowledged said instrument to be the free act and deed of said Unions.

.....

BAKERS, CORTLAND.

AGREEMENT.

This agreement by and between Bakers and Confectioners' Union No. 395 of Cortland, N. Y., and Master Bakers signing the same to be and remain in effect from May 1, 1906 until May 1, 1907.

ARTICLE I. None other than good standing men shall be employed in any of the shops of the said Master Bakers of Cortland, N. Y., and such journeymen bakers must carry a card to signify the same.

ARTICLE II. Only one helper shall be allowed to every two journeymen employed, this applies on each shift.

ARTICLE III. The scale of wages and classification of workmen shall be as follows:

Foreman on bread, not less than \$18.

Second hand on bread, not less than \$15.

Bench or underhands, not less than \$12.

Foreman on cakes, not less than \$16.

Second hand on cakes, not less than \$13.

All underhands on cakes, not less than \$11.

Jobbers must be paid daily if they so request.

ARTICLE IV. Time to be set by the foreman, pay commences day or night (for labor), all overtime must be paid at the rate of 30 cents per hour.

ARTICLE V. No employee shall be suffered to work on the following holidays: Labor Day, Christmas and New Year's Days.

ARTICLE VI. Every employer shall pay promptly and in full, after the expiration of one week, no later than Saturday evening. Ten hours or less shall be constituted a day's work, or sixty hours a week.

ARTICLE VII. No employee shall be suffered, compelled or asked to do any Sunday work on any pretence whatever.

ARTICLE VIII. No member of this Union shall be encouraged to use any inferior goods of any description whatever.

ARTICLE IX. In consideration of this contract being signed by the parties of the second part, and all the provisions therein lived up to, the parties of the first part, shall and do hereby grant them the privilege to use all our labels on each and every loaf of bread manufactured and sold by them.

ARTICLE X. A copy of this contract shall be posted in a conspicuous place in each shop and shall not be allowed to be defaced or torn down.

BAKERS, ELMIRA.

[Reported by union as signed by nine employers.]

The undersigned herewith agrees, through his signature, to use the Union Label of the Bakery and Confectionery Workers' International Union of America, under the following rules:

1. To employ only members in good standing in Local 185.

2. To put a Union label on each and every loaf of bread made and sold. Labels to be furnished by the Label Secretary of Local 185 for 10 cents per thousand. The price of combination label and label furnished bosses not represented in this local shall be optional.

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3. The label must be under the control of the first hand in the shop and always remains the property of the B. & C. W. International Union of America.

4. No man or boy shall be compelled to work more than 10 hours per day or more than 6 days for a week's work, unless there is no jobber to be hired, if there is no jobber to be hired the men shall receive time and one-half for overtime.

5. No foreman shall work for less than \$13 per week.

6a. Any time taken for meals not to be included in 10 hours work. And 1½ hours to be allowed in the night work when doughs are mixed in the afternoon for night's work.

6b. No baker shall be allowed to board and lodge with the boss.

7. A second hand shall not work for less than \$10 per week. A second hand is a baker who is capable of doing first hand work if necessary. Second hand, when doing foreman's work, must receive foreman's pay.

8. This Local (185) shall not be responsible for any man unless recommended by the local as first hand, second hand or third hand.

9. The foreman in the shop shall be the man to classify the men in the shop as first hand, second hand or third hand.

10. No work shall be done from 11 o'clock A. M. Labor Day until 4 o'clock the following Tuesday morning.

11. That a committee sent by Local 185 can go in any shop during working hours.

12. This agreement shall be binding from this day, the second of May, 1906, until the first day of May, 1907.

BAKERS, GLOVERSVILLE.

[Reported by union as signed by all employers.]

This agreement by and between Bakers and Confectioners' Union, No. 255, of Gloversville, N. Y., and the Master Bakers signing the same to be and remain in effect from May the first, 1906, until May the first, 1907.

ARTICLE I. None other than Union men shall be employed in any of the shops of the said Master Bakers of Gloversville and Johnstown and such journeymen bakers must carry a card to signify the same.

ARTICLE II. Only one helper shall be allowed to every three journeymen employed, this applies on each shift.

ARTICLE III. The scale of wages and classification of workmen shall be as follows:

Foreman on bread, not less than \$18.

Second hand on bread, not less than \$14.

Bench or underhands, not less than \$12.

Foreman on cakes, not less than \$16.

Second hand on cakes, not less than \$13.

All underhands on cakes, not less than \$11.

Jobbers per pay on either bread or cake, \$3.

Jobbers must be paid daily if they so request.

ARTICLE IV. Time to be set by the foreman, pay commences day or night (for labor), all overtime must be paid at the rate of thirty cents per hour.

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ARTICLE V. No employee shall be suffered or compelled to work on the following holidays: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Year's Days.

ARTICLE VI. Every employer shall pay promptly and in full after the expiration of one week, no later than Saturday evening. Ten hours or less constitute a day's work.

ARTICLE VII. No employee shall be suffered, compelled or asked to do any Sunday work on any pretense whatever.

ARTICLE VIII. No member of this Union shall be encouraged to use any unfair goods of any description whatever.

ARTICLE IX. In consideration of this contract being signed by the parties of the second part, and all the provisions therein lived up to, the parties of the first part shall and do hereby grant them the privilege to use all our labels on each and every loaf of bread manufactured and sold by them.

ARTICLE X. A copy of this contract shall be posted in a conspicuous place in each shop and shall not be allowed to be defaced or torn down.

Signed.....

.....President.

.....Secretary.

For Bakers and Confectioners' Union, No. 255.

BAKERS, MIDDLETOWN.

[Reported by union as signed by five employers.]

Agreement made and entered into the.....day of....., 1906, by and between.....of Middletown, county of Orange, State of New York, party of the first part, and Bakery and Confectionery Workers Int. Union of America, Local Union No. 292, of Middletown, county of Orange, State of New York.

ARTICLE 1. It is hereby agreed that the party of the first part will at all times employ only members of the Bakery and Confectionery Workers Int. Union of America, who are in good and regular standing, if men are satisfactory.

ARTICLE 2. It is further agreed between both parties that bread and cake foremen of shops shall receive not less than sixteen dollars, second hands not less than thirteen dollars, third hands not less than eleven dollars per week.

ARTICLE 3. And it is further agreed that there shall only be one apprentice allowed each shop, apprentice shall be between the age of 16 and 23 years.

ARTICLE 4. The party of the first part also agrees that his or their employees shall work day time, bread bakers to commence Sunday morning and complete their work by Friday night. Cake bakers to commence Monday morning and complete their work Saturday night. No employee shall work more than six days in one week, and ten hours to constitute a day's work. Working hours shall be between 5 A. M. and 8 P. M.

ARTICLE 5. Over time shall be paid for at 30 cents per hour for each man.

ARTICLE 6. No men shall be allowed to work Decoration Day, July Fourth, Labor Day, Thanksgiving, Christmas and New Year.

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ARTICLE 7. The members of this union do hereby promise to do all in their power for the success of their employers' business, and will furnish, if requested, first class help.

ARTICLE 8. Labels will be furnished by the union at ten cents per thousand, and shall be used on all bread, and be in possession of bread foreman.

ARTICLE 9. In case of noncompliance with above agreement on rules, the Union reserves the right to withdraw the labels and men.

ARTICLE 10. This contract shall remain good to April 30, 1907.

In witness thereof the parties have hereunto set their hands and seal this day and year as first mentioned above:

[SEAL]

BAKERS, NEWBURGH.

[Terminating dispute of May 1, described in Table I, p. 58.]

Articles of agreement entered into between the Bakery and Confectionery Workers' International Union of America, No. 148, and Master Bakers of Newburgh, N. Y.

ARTICLE I. All men working in the bake shop shall be International Union men, and none other than International Union men shall be employed, having an honorable standing according to Union rules.

ARTICLE II. No employee shall be allowed to board or lodge with his employer.

ARTICLE III. No employee shall be allowed to work more than ten hours for any one day, or more than six days for one week.

ARTICLE IV. Foremen to receive \$18 per week; second hand, \$15 per week; benchmen, \$13 per week; jobbers to receive \$3 per day or night of ten hours; all overtime at the rate of thirty cents per hour for all hands alike. In no case shall the wages be reduced if they should be higher than at present fixed by this scale affecting the men now employed. No man shall be allowed to work more than two hours overtime in any week.

ARTICLE V. Every employer to pay promptly after the performance of one week's work.

ARTICLE VI. It is mutually agreed that should either party violate any article of this agreement, such difficulty shall be adjusted by a committee of seven to consist of three members from each party to this agreement and one disinterested party, who shall be agreeable to both.

ARTICLE VII. This agreement is to take effect May 1, 1906, and to continue until May 1, 1907.

ARTICLE VIII. Every baker belonging to Local Union 148 is prohibited from working on the following days, namely: Fourth of July, Labor Day, Thanksgiving, and Christmas, between the hours of 6 A. M. and 6 A. M. of day following.

ARTICLE IX. Each loaf of bread shall bear the Union Label. The foreman shall have the custody of the labels and must account for them to Local Union No. 148.

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ARTICLE X. All members belonging to Local Union 148 who are competent and in good standing shall be employed when a vacancy exists.

ARTICLE XI. All agreements to be signed Saturday, April 28th, before 8 o'clock P. M., and to take effect May 1, 1906.

JACOB SCHMIDT,
President.

WM. ARCHER,
Secretary.

JACOB SCHMIDT,
JOHN D. MILLER,
EDWARD VOGAL,
WM. HOFFSESS,
JOHN BLUM,
FRED HOULZHAUSEN,
Committee.

Endorsed by

BAKERS, NEW YORK CITY (MANHATTAN BOROUGH).

(a) BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF
AMERICA, No. 1.

[Reported by union as signed by eighty-nine employers.]

This agreement, made and entered into this 1st day of May, 1906, by and between the Bakery and Confectionery Workers' International Union of America, Local Union No. 1, of New York, N. Y., party of the first part, and Boss-Baker

Mr. of
of the City and County of New York, party of the second part, witnesseth as follows:

FIRST. The party of the second part agrees that during the term of this agreement, he will not employ in his bakery or bakeries any but members in good standing of the said party of the first part.

SECOND. That a week's labor for all employees of the party of the second part shall consist of six days, and that a day's work shall consist of ten (10) hours, it being agreed and understood, that no employee shall be requested or permitted to work overtime on any one day of the week, unless he shall receive an extra pay, as provided for in section four, of this agreement for each and every hour of such overtime, and that no employee of the party of the second part shall be allowed to work more than three (3) hours overtime in any one week, and not more than two (2) hours at any one day, it is also understood, that no time shall be deducted of such day's where the same work is done in less than ten hours.

THIRD. It is further agreed by and between the said parties hereto that no member of the said party of the first part employed by the said party of the second part, shall under any circumstances whatsoever be requested or permitted to board or lodge with the said party of the second part.

FOURTH. And it is further agreed by and between the said parties, that the wages to be paid to the members of the said party of the first part employed by the said party of the second part during the term of this agreement shall

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be as follows: A foreman shall receive not less than seventeen dollars (\$17) per week and forty cents (40c.) for each and every hour of overtime work; a bench hand not less than fourteen dollars (\$14) per week, and thirty-five cents (35c.) for each and every hour of overtime work; and no member of the said party of the first part employed by the said party of the second part shall receive less than twelve dollars (\$12) per week, and thirty-five cents (35c.) for each and every hour of overtime work. Pay day shall be Saturday of each week, for all members of the said party of the first part employed by the party of the second part. If the wages in any case should be higher than the minimum wages, provided for in this agreement, they shall not be reduced. Sponge setting on Sunday shall be paid for at the rate of fifty cents (50c.) per hour.

FIFTH. Jobbers shall receive no less than three and a half dollars (\$3.50) as foreman, not less than three dollars (\$3) if they are employed in any other capacity, for ten hours (10) work; overtime shall be paid for to them as stipulated in section four, of this agreement.

SIXTH. No member of the said party of the first part employed by the said party of the second part shall under any circumstances be requested or permitted to deliver bakery products to customers, or to haul down flour or any other bakery products from the sidewalk to the basement or bakeshop.

SEVENTH. And in consideration of the true and faithful performance of the above covenants by the said party of the second part, the party of the first part agrees to furnish to him upon request, good and reliable workmen for his said business, the party of the second part agrees to use the label of the Bakery and Confectionery Workers' International Union of America, such labels to be furnished to him at the rate of ten cents (10c.) per thousand, and to be pasted by the members of the party of the first part on each and every loaf of bread manufactured in his bakery or bakeries it being agreed and understood that the said labels are and remain the property of the party of the first part, and stay in possession of the employee designated by the union, and the said party of the first part shall have the right to withdraw the same if the said party of the second part should fail to comply with the provisions of this agreement.

EIGHTH. And it is also agreed by and between the said parties, that the business agent of the said party of the first part shall have the right to enter the shop or shops of the said party of the second part at all reasonable hours.

NINTH. This agreement shall take effect on the date hereof and shall continue in force and be binding upon the parties hereto until the first day of May, 1907.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

Signed in behalf of the Bakery and Confectionery Workers' International Union No. 1, by the authorized officer

WILL DIETZ,
Business Agent.

[SEAL.] Signature of Boss Baker:
Mr.....
.....

In presence of

(b) BAKERY AND CONFECTIONERY WORKERS' INT. UNION OF AMERICA, No. 164.

[Reported by union as signed by sixty employers.]

Agreement between employers and the Bakery and Confectionery Workers' International Union No. 164.

FIRST. Recognition of the union, that is, that each and every loaf of bread must bear the union label and to employ only members in good standing, and to procure them from the above organization.

SECOND. No journeyman shall room or board with the employer.

THIRD. No employer shall reduce the now prevailing scale of wages.

FOURTH. No employer shall be allowed to employ more than one apprentice to four men, on bread or cakes.

FIFTH. No employer shall be allowed to compel his employees to work more than 10 hours per day or less, or 60 hours per week.

SIXTH. No employee shall be allowed to make sponge on Sundays. In cases of necessity it shall be allowed for a compensation of one dollar.

SEVENTH. The wages for a substitute as bench hand shall be three dollars, and for an independent hand or foreman three dollars and fifty cents.

EIGHTH. If the above rules are adhered to, then Union No. 164 agrees that every loaf of bread will have the label of the Bakery and Confectionery Workers' International Union attached, for which 10 cents per 1,000 are to be paid. Combination labels, that is, labels with name and address, may also be had, but the cost of which must be paid in advance.

NINTH. In return the union agrees to furnish the employer always with first class hands.

TENTH. The business agent shall have permission to visit the respective shops at any time.

ELEVENTH. This agreement shall be in force from May 1, 1906, until May 1, 1907.

BAKERS, NEW YORK CITY (BROOKLYN BOROUGH).

(a) BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA No. 3.

[Reported by union as signed by seventy employers.]

FIRST. The undersigned employing baker hereby agrees to employ only members of Local Union No. 3, of Brooklyn, who are in good standing, the same to be procured through the employment bureau of said Union.

SECOND. A week's work shall consist of six days, a day's work to consist of ten hours. For the two hours' overtime each week which are permitted by the Union, foremen shall receive 35 cents per hour and all other hands 30 cents per hour.

THIRD. No employee is to board or lodge with his employer.

FOURTH. The wages shall in no way be reduced. The wages for helpers shall be as follows: Foremen, \$3.50 per day; benchmen \$3.00 per day, a day to consist of ten hours.

FIFTH. Saturday is to be regarded as the last day of the week, and wages are to be paid on that day, no matter on which day work was taken up.

SIXTH. No employee shall deliver bread or other goods, nor shall he be requested to transport flour or other products from the street to the bakery.

SEVENTH. The label of the Bakery and Confectionery Workers' International

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Union shall be affixed to each loaf of bread in the shop, the charge for the labels being ten cents per thousand.

EIGHTH. The labels are to remain in the hands of the foreman; if there be no foreman in the shop, the labels are to be held by the first hand.

NINTH. The representative of the local shall be permitted to enter the shop at any time.

TENTH. Local No. 3 hereby agrees to furnish the employer with competent help, and will entertain any complaints the employer may make, a committee to examine same.

ELEVENTH. This contract is to go into effect at once and to expire May 1, 1906.

Signature of employer.	Signature of Committee.
.....
.....

[SEAL.]

(b) BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, No. 163.

[Reported by union as signed by fifty-two employers.]

Agreement made and entered into the day of 190..
by and between the Bakers' Union, No. 163, of the B. & C. W. I. U. of
the Borough of Brooklyn, City and State of New York, and.....
.....

FIRST. The party of the second part hereby agrees not to employ in his bakery any help bakers except members in good standing of the Bakers' Union, No. 163 of the B. & C. W. I. U. of Brooklyn.

SECOND. The party of the first part agrees to furnish upon demand by ten hours' notice a sufficient number of journeymen bakers, members of the union aforesaid.

THIRD. It is hereby also agreed, that six days shall constitute one week's labor and nine hours including thirty minutes for lunch, which is hereby especially granted shall constitute one day's labor, and no baker shall be allowed to do overtime after the expiration of his regular working hours. No workingman shall be allowed to come in the shop after they have finished the shift. In shops with only one shift working, bench hands are not allowed to leave or prepare doughs at the end of their work.

FOURTH. No baker shall be allowed to do any work in the bakery on Friday, not even sponging. Arranging and delivering flour in the bake-shop on Friday, or after the regular working hours, is not allowed. In case one of the regular weekly workmen is sponging Fridays, he has to be off the following Saturday.

FIFTH. It is further agreed that the time of beginning the day's work for each and every workman, shall be given on each and every Friday previous, and no party shall have the right to change such time during the week for which this time is given.

SIXTH. No work shall be started in the bake-shop by one man. If the party of the second part is unable to employ two men, then and in such case, he himself must replace the second man's work.

SEVENTH. A representative of the union shall at any and all times, even after the working hours, be permitted by said party of the second part, access to shops and bakeries of the party of the second part.

EIGHTH. Every loaf of bread over one half pound in weight baked or sold by the party of the second part, should have the label of said union attached to it.

NINTH. Bread carriers shall not be allowed to do the regular work of bakers at the benches and ovens, especially not to help by the product, made only and exclusively by union men.

TENTH. The following scale of wages is hereby agreed upon:

For oven hands, from \$21 up, for one week.

For bench hands, from \$17 up, for one week.

For jobbers oven work, from \$4 for one day's work.

For jobbers bench work, from \$3.50 for one day's work.

It is also agreed, that the wages shall be paid in full in the Jewish holiday weeks.

ELEVENTH. In case a member of the union shall stand suspended for not more than a week the party of the second part agrees to pay wages according to article ten to the substitute.

TWELFTH. Due notice of dismissal from work or leaving the work shall be given on the end of last days or nights work.

THIRTEENTH. The party of the second part agrees to give twenty-five dollars in cash as a security for strictly complying with the above agreement; at the first violation of same the twenty-five dollars shall be forfeited to the union. The union also reserves the right to charge an amount of three dollars for 1000 labels, in case the regulations of article three of this agreement regarding the nine hour clause are violated.

FOURTEENTH. This agreement shall be for the term of one year to begin on the first day of May, 1906.

Bakery and Confectionery Workers' International
Union of America, Local 163, of Brooklyn, N. Y.

BAKERS, NEW YORK CITY (QUEENS BOROUGH).

[Reported by union as signed by two employers for the year from May 1, 1906, to May 1, 1907.]

*This agrcement, entered into this.....day of.....be-
tween the Bakery and Confectionery Workers' International Union No.
258, Long Island City, N. Y., party of the first part, and.....
.....party of the second part, witnesseth:*

FIRST. That I,, party of the second part, will at all times in the conduct of my business employ only members of the Bakery and Confectionery Workers' International Union No. 258, Long Island City, N. Y., who are in good and regular standing.

SECOND. I further agree to have placed on every loaf of bread the union label. Said label to be furnished by the first party at the rate of one thousand for ten cents. The party of the first part furnishes no labels to firms where bread bakers have to work on cake. All labels to remain in the hands of the journeymen.

THIRD. And it is further agreed by the party of the second part to require said union men to work not more than ten hours per day and six days per

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week. And no man shall lodge or board with his employer. The legal holiday in the State of New York (Labor Day) shall also be celebrated. The wages for a foreman shall be \$16 and up per week; for second hand \$14 and up per week; third hand \$12 and up per week. The man shall receive 30 cents per hour for overtime. All bakers are to be secured through the employment bureau of the union.

FOURTH. And we, the Bakery and Confectionery Workers' International Union No. 258, of Long Island City, N. Y., party of the first part, agree in consideration thereof, at all times to furnish bakers free of charge, and in every way which may lie in our power to assist the party of the second part in the successful conduct and increase of his or their business.

And we further agree, any member securing employment through our secretary who shall be reported as having knowingly committed himself after investigation, shall be either suspended or expelled, according to the gravity of the case.

FIFTH. In case of non-compliance with the above mentioned rules the union reserves the right to withdraw the label.

SIXTH. This contract remains in force until May 1st, 19....

In witness whereof the parties have hereunto set their hands and seals the day and year first mentioned above.

Name and address of employer.....
Witness

BAKERS, ONEIDA.

[Reported by the union as signed by four employers.]

This agreement by and between Bakers' and Confectioners' Workers International Union, No. 331, Oneida, N. Y., and the Master Bakers of Oneida, N. Y., signing the same to be and remain in effect from May 1, 1906, to May 1, 1907.

ARTICLE 1. This union to be recognized as the Journeyman Bakers and Confectioners Workers International Union, No. 331, of Oneida, N. Y.

ARTICLE 2. None other than union men shall be employed in any of the shops of the said Master Bakers of Oneida, N. Y., and such journeymen bakers must carry a card to signify the same.

ARTICLE 3. Only one apprentice shall be allowed for each shift of hands.

ARTICLE 4. The scale of wages and classification of workmen shall be as follows:

Foreman, not less than \$16 per week.
Second hand, not less than \$12 per week.
Third hand, not less than \$10 per week.
Jobbers, not less than \$3 per day.

ARTICLE 5. No member of Union 331 shall perform any work between the hours of 8 A. M. September 3, 1906, and 5 A. M. September 4, 1906, Labor Day.

The above rule to apply to the following holidays, when they fall on Saturday or Monday: Decoration Day, Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's Day.

ARTICLE 6. Ten hours to constitute a day's labor.

ARTICLE 7. That members shall receive wages in full and shall *not* be allowed to lodge with the boss.

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ARTICLE 8. No member of our union shall be made to use any unfair goods of any description whatever.

ARTICLE 9. In consideration of this contract being signed by the parties of the second part, and all the provisions therein lived up to, the parties of the first part shall and do hereby grant them the privilege to use all our labels on each and every loaf of bread manufactured and sold by them.

ARTICLE 10. There shall be three copies of the agreement, one for the master bakers, one for the Bakers' Union, No. 331, of Oneida, N. Y., and one shall be posted in a conspicuous place in each shop, and shall not be allowed to be defaced or torn down.

ARTICLE 11. That all night work shall be abolished after May 1, 1907.

This agreement has been indorsed by the International Executive Board.

BAKERS, ROCHESTER.

[Reported by union as signed by thirty-seven employers.]

*Memorandum of agreement made this.....day of....., 190...,
between Local Union No. 14 of the.....of
the city of Rochester, Monroe county, N. Y., of the first part, and
.....of the same place, of the second part:*

WHEREAS, the party of the first part is composed of workmen engaged in the business of baking in the several bakeries of the city of Rochester, Monroe County, N. Y., and are associated together under the name aforesaid; and

WHEREAS, the party of the second part is engaged in the business of baking and selling baked products in the city of Rochester, Monroe County, N. Y., and it is the desire of the parties hereto that this contract of agreement shall operate between them and tend to establish and continue more friendly relation in dealing with each other; now, therefore, it is

AGREED, that the party of the second part shall use the label of the International Union of Bakers, and to use the same subject to the rules of conduct prescribed by said International Union for the use thereof; and that he shall attach to and upon every loaf of bread the said union label, before the bread goes into his oven.

The party of the second part shall designate a union workman in the bakery of the party of the second part who shall receive from the union the labels, and who shall receive the supply from week to week only as the necessity of the business of the party of the second part shall require.

Ten hours shall constitute a day's work. Overtime shall be paid at the rate of 25 cents per hour. All persons designated as helpers shall receive \$2.50 for each night.

If the party of the second part shall employ no workmen, but he, himself, has heretofore been a member of the union, and has received a regular withdrawal card, he shall be entitled to the labels of the union after paying for the same, and upon the payment of the monthly dues.

The party of the second part hereby agrees to employ only members of Local No. 14 in his bakery. No lodging or boarding with the boss.

The rate of wages shall be as follows:

A foreman who is the superintendent of five men shall receive \$18 per week, and each workman shall receive \$13 per week each.

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Every foreman superintending three men shall receive \$15 per week, and his workmen \$13 per week.

In a bakery where one foreman and one workman are employed, the foreman shall receive \$15 per week, and the workman \$13 per week.

In a bakery where only one man has to attend to everything, he shall receive \$15 per week, and \$13 per week in case the boss attends to the oven. In case the boss acts only as the helper, and the workman attends to the oven, he shall receive \$15 per week.

All common workmen shall receive not less than \$10 per week.

The business agent of Local Union No. 14 shall be entitled to enter the premises of the party of the second part at any time during working hours; and it is further

AGREED, that only those engaged in the baking business who sign this agreement, or a similar one, shall be entitled to receive a label.

In witness whereof, the parties hereto have hereunto set their hands and names the day and year first above written.

.....
.....

BAKERS, UTICA.

*Contract entered into this day between.....
and the Bakery and Confectionery Workers' International Union, Local
Union, No. 141, of Utica, N. Y., from May 1, 1906, to May 1, 1907.*

The undersigned party of the first part, does hereby agree to abide by the rules and regulations of the above said union, as the second party.

RULES AND REGULATIONS.

FIRST. We agree to employ none but good standing members of the above union.

SECOND. We will secure our help as far as possible through the recording secretary.

THIRD. We will not board or lodge our employees.

FOURTH. We agree to give our men six holidays a year, viz.: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, with the exception of Labor Day, the men may work the day before, if more convenient. When a holiday shall fall on Monday the second party agrees to work on Sunday.

FIFTH. We will not ask or expect our men to work over nine hours per day. In case of necessity, for overtime, the first party agrees to pay 30 cents per hour for such overtime; the same not to exceed six hours per week. Day's work not to begin earlier than 6 A. M., and not later than 8 A. M.

SIXTH. Only one apprentice shall be allowed to five union men.

SEVENTH. All and every loaf of bread shall be union labeled.

EIGHTH. We agree, should the union so demand, to return and deliver all unused labels in our possession at any time in consideration of the payment of such labels returned.

NINTH. We will grant the use of our label for cost price to said first party, but claim the right to withdraw the same at any time in case of a misunderstanding between the two parties.

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TENTH. In case of inability of second party to furnish a suitable man, the first party shall be allowed to secure and employ another, other than a member of said union, providing such employee shall file his application with the recording secretary within six days, accompanied by full initiation fee.

ELEVENTH. The following scale of wages shall prevail:

Foreman not less than \$15 per week.

Second man not less than \$13 per week.

Third man not less than \$10 per week.

Only one man not less than \$15 per week.

In witness of above agreement we have this day affixed our hand and seal.

M. STOELZEL,

President.

[SEAL]

F. TAFFNER,

Recording Secretary.

BREWERY WORKERS, ALBANY.

Agreement between Drivers' Union No. 88 and Albany Lager Beer Brewery Proprietors, April 1, 1906, to March 31, 1907.

ARTICLE No. 1. Only union men to be employed as drivers, stablemen and helpers in the undersigned breweries. No others to do the work of such drivers, stablemen or helpers, as long as they are unemployed. New drivers, stablemen or helpers must join the Union No. 88.

ART. No. 2. Drivers, stablemen or helpers, recommended by saloon keepers, shall not be employed. All men have the privilege to dwell or board wherever they may choose. No member of the union shall be treated obnoxiously; nor shall he be discharged for serving on any committee concerning Union No. 88 of Albany.

ART. No. 3. Discharge of employees shall be for the following reasons: Disobedience of orders from his employers, for intoxication, for dishonesty or disrespect to his employer. In case of discharge, when the employee discharged believes himself unjustly dealt with he can call his fellow employees as witnesses; their deposition must be made in writing and placed before the arbitration committee.

ART. No. 4. In the fall of the year when work is slack and it is necessary to reduce labor, all employees who are members of Local Union No. 88 shall be laid off on one and the same day in the week. Any breweries where members of No. 88 handle ale and lager, they shall not be laid off. Any lager breweries that lay off one day a week can not hire one or more men unless all drivers work, and cannot hire any outside teams on the day the drivers are laid off; such a lay-off day may be designated by the proprietor. No inside man to go on a wagon to do driver's work or helper's work. Inside workers work inside and drivers and helpers work outside. No stableman to take drivers or helpers place, while they are laid off. No stablemen to be laid off. The lay-off season shall not continue longer than three months in the year.

ART. No. 5. Extra help employed during the busy season shall not be considered as regular employees, and shall be entitled to temporary work only, and the last man or men hired shall be the first man or men laid off.

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ART. No. 6. All drivers can, if necessity requires help, request the assistance of a driver's helper or a union man from the brewery.

ART. No. 7. Beer shall be allowed drivers, stablemen and helpers during working hours.

ART. No. 8. Nine hours shall constitute a day's work all the year round for all members of Local Union No. 88, without any reduction in the week's pay. Six days shall constitute a week's work, and Sunday work shall not continue more than two hours; such time shall be devoted to feeding, cleaning and caring of horses, harness and wagons. Stablemen to feed at noon and at evening, with the assistance of a driver or helper, without extra pay for the same.

ART. No. 9. Work shall begin at 6 A. M. during the season of navigation and after at 7 A. M.

ART. No. 10. There shall be no beer delivered on Sunday.

ART. No. 11. Wages shall be paid weekly and on Saturday.

ART. No. 12. All overtime payable at the rate of fifty cents per hour, stablemen included. Work performed on Sunday not specified in Article 8 shall be paid in a similar manner. Thanksgiving day, Christmas, New Year and Election day shall be considered as Sundays, without any reduction on the week's pay. July 4th and Decoration day the work shall cease at noon hour. Labor day provisions shall be made so that all necessary work can be finished in reasonable time, so that it will not deprive the members of participating in the parade and festivities of the day. Overtime shall not be taken off from the regular working hours. July 4th and Decoration day the men shall not work any longer than 4½ hours.

ART. No. 13. The arbitration committee shall consist of three men of the joint local executive board and three men of the Albany Lager Beer Brewery Proprietors, who have signed this contract. They have full power to settle all disputes, and in case they disagree the party can call on a disinterested citizen of city of Albany, and a majority of a so constituted arbitration committee shall be final.

ART. No. 14. Wages shall be as follows: Regular route drivers at the rate of \$17 per week the year round; in case of sickness, should a helper or extra driver be called upon to peddle regular driver's route, he shall be paid as a regular driver for the timeserving. Three-horse truck drivers at the rate of \$17 per week. Extra drivers and helpers \$15 per week all the year round. Stablemen \$16 per week all the year round. All employees who are at present receiving more than the above wages shall continue to receive the same as heretofore. No one, however, to receive less than the above specified wages.

ART. No. 15. Only union men to be employed around the stable or in the stable.

ART. No. 16. This agreement shall take effect April 1st, 1906, and remain in force until March 31st, 1907. And if a new agreement shall be presented by either party, a notice of twenty-one (21) days shall be given, and if no new agreement shall be presented by said time so stated, the old previous agreement shall stand.

ART. No. 17. The proprietors of all lager beer breweries of Albany hereby agree to use only strictly union-made goods in the production of their beer.

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ART. No. 18. The lager beer breweries of Albany, N. Y., do agree to use the label of the National Brewery Workingmen of America on all their products.

BEVERWYCK BREWING CO., JOHN HOFFMAN, *Manager*.

KIRCHNER BREWING CO., G. C. SNIPER, *President and Treasurer*.

HINCKEL BREWING CO., GEO. G. SCHAEFER, *President*.

THE HEDRICK BREWING CO., JOS. B. ZEISER, *Manager*.

CONSUMER'S ALBANY BREWING CO., JAMES PURCELL, *President*.

DOBLER BREWING CO., GEO. C. HAWLEY, *President*.

FREDERICK G. KAPPS,

PAUL KEMMER,

ANDREW G. DALEY,

Committee.

BREWERY WORKERS, AMSTERDAM.

[Reported by the union as signed by 10 employers.]

Agreement between Local Union, No. 250, of the International Union of United Brewery Workmen of North America and

FIRST. All brewery employees, except bookkeepers and superintendents, must be members of this union.

SECOND. When vacancies occur none but union men shall be employed if such can be obtained. Should any employee be unable to work on account of sickness he shall be entitled to his former position when he has regained his health. The scarcity of work in the fall season shall not be the cause of dismissal. Men shall be laid off in rotation and not more than two successive days in any one week and must be notified the night previous to their lay off.

THIRD. Nine hours shall constitute a day's work and six days shall constitute a week's work, except when otherwise provided for in this contract. Employees when required to work overtime or on Sunday shall be paid thirty-five cents per hour, overtime and Sunday work shall only be required when absolutely necessary.

SCALE OF WAGES.

Engineers of brewery not less than \$15 per week of eight hours per day.

Head cellarman not less than \$14 per week.

Wash-house men, not less than \$14 per week.

Head kettle man, not less than \$16 per week.

Teamsters not less than \$13 per week.

Stable men working seven days not less than \$14 per week.

All other brewery employees not less than \$13 per week.

Inside help and barn man shall not deliver beer while a teamster is laid off, and barn man shall do all barn work.

MISCELLANEOUS.

Teamsters shall not deliver hogsheads alone and must have helper for barrels where it is necessary. This section applies to this city only.

Teamsters must clean their horses on Sundays. Trips to Broadalbin, Rotterdam, Johnstown, Gloversville, and Mariaville shall constitute a day's work.

Service done by employees in the interest of or for the benefit of the union shall not be cause for discrimination or discharge.

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Employees shall be discharged for good causes only, such as incompetency, negligence, dishonesty. Employees shall do brewery work only and shall not draw coal or ashes.

For all overtime a union man shall have the preference.

Present higher wages shall not be reduced.

This agreement shall take effect May 1st, 1906, and remain in force until May 1st, 1908.

Endorsed by the International Executive Board United Brewery Workmen of America, Cincinnati, Ohio, March 17th, 1906.

LEWIS KEMPER,
International Secretary.

BREWERY WORKERS, BUFFALO.

Agreement made this first day of March, 1904, between the M. Beck Brewing Co., the Buffalo Co-operative Brewing Co., the Broadway Brewing Co., the Clinton-Star Brewery, the East Buffalo Brewing Co., the German-American Brewing Co., the Germania Brewing Co., the International Brewing Co., the Iroquois Brewing Co., the Kaltenbach Brewing Co., the Gerhard Lang Brewery, the Lake View Brewing Co., the Lion Brewery, the William Simon Brewery, the A. Schreiber Brewing Co., the C. Weyand Brewing Co., and the Ziegele Brewing Co., as parties of the first part, and Local Union No. 4 of the International Union of United Brewery Workmen, as parties of the second part.

SEC. 1. Members of the Local Union No. 4, International Union of United Brewery Workmen of America, only are allowed to do work in the Brewery plants, giving, however, the cooper employed by the parties of the first part, the right to do pitching and to drive on hoops in case of emergency.

SEC. 2. The employer, however, reserves the right to hire and discharge as he may see fit at any time.

SEC. 3. The secretary of L. U. No. 4, I. U. U. B. W. of A. has to keep a list of all unemployed members of said union, and in case any one party of the first part is in need of a man, such man to be selected from said list by the party of the first part, and the secretary of Local Union No. 4, also notify the party of the first part, of the location of the office of Local Union No. 4.

SEC. 4. Nine (9) consecutive hours, interrupted only by one hour for dinner, and including 15 minutes for lunch in the forenoon, shall constitute a day's work, the working hours to be from 7 o'clock A. M. to 5 o'clock P. M. with the exception of the men at the kettles. Necessary work on Sunday, and other overtime shall be paid at the rate of 35 cents and shall be paid in cash.

SEC. 5. The following wages are to be paid: From March the 1st, 1904, to March the 1st, 1905, all men in the wash-house and pitchyard, not less than \$14.50 per week. All men at the kettles, in the fermenting room and cellar not less than \$16.50 per week. From March 1st, 1905, to March the 1st, 1907, all men in the wash-house and pitchyard not less than \$15 per week. All men at the kettles, in the fermenting room and cellar not less than \$17 per week. Apprentices, first year, not less than \$9 per week, second year, not less than \$10.00 per week, third year, not less than \$12 per week. All

wages to be paid weekly. All men receiving higher wages than those stipulated above, shall suffer no reduction of their pay.

SEC. 6. Each brewery is entitled to one apprentice for every twenty members of Local Union No. 4, employed there. Breweries who employ less than twenty men, may also have one apprentice. An apprentice when entering upon his membership, shall not be under 16, nor over 21 years old. He has to learn all branches of the trade in three years.

SEC. 7. Nobody is to be engaged upon the recommendation of a saloon-keeper, or any other person. Business men are not allowed to work in breweries.

SEC. 8. During the months of December, January, February and March, all hands to lay off one day each week, that day to be decided on by the parties of the first part, and no wages to be paid for that day. Should any work be required on that particular day, the men employed in the brewery shall be called on alternately, to do this work at the common wage rates.

SEC. 9. No members of Local Union No. 4, shall be discharged for serving on a committee in the interest of said union.

SEC. 10. Labor day, Christmas day and New Years day are to be considered holidays, no work to be done on these days, and no deduction on wages to be made. Necessary work shall be paid at overtime rates.

SEC. 11. This agreement is to be in force from March 1st, 1904, to March 1st, 1907.

Endorsed by the International Union of the United Brewery Workmen.

JOS. PROEBSTLE, *Int. Secretary.*

Endorsed by L. U. No. 4,

JOS. RUBENBAUER, *President.*

FRITZ RENZ, *Secretary.*

MAGNUS BECK BREWING CO., SIMON SELBERT, *Manager.*

BUFFALO CO-OPERATIVE BREWING CO., JOHN HONECKER, *President.*

CLINTON STAR BREWERY, JOHN SCHWARZ, *President.*

BROADWAY BREWING CO., JULIUS BINZ, *President.*

EAST BUFFALO BREWING CO., WM. J. BECKER, *Vice President.*

GERMAN AMERICAN BREWING CO., C. A. STRANGMANN, *President.*

GERMANIA BREWING CO., CONRAD HAMMER, *President.*

INTERNATIONAL BREWING CO., JOHN A. MILLER, *President.*

IROQUOIS BREWING CO., L. BURGWEGER, *President.*

KALTENBACH BREWING CO., P. D. STEIN, *Manager.*

GERHARD LANG BREWERY, EDWIN G. S. MILLER, *President.*

LAKE VIEW BREWING CO., PHILLIP G. SCHAEFER, *Superintendent.*

LION BREWERY, ALBERT G. ROCHEVOT, *President.*

WILLIAM SIMON BREWERY, WILLIAM SIMON.

A. SCHREIBER BREWING CO., A. SCHREIBER, *President.*

C. WEYAND BREWING CO., CHAS. M. WEYAND, *Secretary.*

ZIEGELE BREWING CO., ROB. SCHELLING, *President.*

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BREWERY WORKERS, HUDSON.

Agreement between Local Union No. 31, of the International Union of United Brewery Workmen of America, and the undersigned brewery proprietors.

SEC. 1. Only members of Brewery Workers' Local Union No. 31, who are in good standing of said local union, shall be employed in the various departments.

SEC. 2. Nine (9) hours shall constitute a day's work for brewers, bottlers, drivers and stablemen.

SEC. 3. All overtime shall be paid for at rate of time and one-half of regular wages paid in respective department.

SEC. 4. The following days shall be considered as Sundays: Christmas, Fourth of July and Labor day; with compensation for same.

SEC. 5. During the dull season no men shall be discharged, but the employees shall be laid off in rotation and turn for each man one week at a time. This shall be done impartially.

SEC. 6. Employees shall be discharged for good and sufficient reasons only.

SEC. 7. Men acting in the interest of their organization shall not be discriminated against.

SEC. 8. The undersigned breweries shall be entitled to the use of the United Brewery Workers' Union label, free of charge.

SEC. 9. Local agents' work shall consist of delivering and collecting money and catering for trade.

SEC. 10. Wages shall be paid as follows:

All heads of departments, \$15.50; all brewery workers, \$14.50; beer drawers, \$14.50; stablemen, \$14; head engineers, \$18; second engineers, \$15; fireman, \$16, with ten hours per day; local agent, \$18, with nine hours per day; night watchman, \$16, seven days.

Bottling house scale of wages: Bottling, \$12; all other machine employees, \$11; all packers, \$11; wrappering, \$10; all others, \$10.

SEC. 11. One apprentice shall be allowed for bottling works, the age not younger than 16 years and not over 18 years.

SEC. 12. In case the union is unable to furnish the employer with a union man upon demand, the employers have the right to hire other men not affiliated with the union, who within two (2) weeks shall apply for membership in the union.

SEC. 13. Saloonkeepers or those procuring employment through their influence or recommendations shall not be allowed to work.

SEC. 14. In case an employee takes sick or is disabled to such an extent as would disable him from doing his work shall as soon as he recovers from such sickness or disability be reinstated in his position he last held, providing his ailment did not last over three months. Should a member be sick longer than three months he has the right to receive employment in the same concern at any time he recovers from his sickness. Any such member must produce satisfactory evidence from the physician who attended him.

SEC. 15. Employees shall receive their beer free of charge during working hours.

SEC. 16. In case of disagreement on points not covered by this contract the matter shall be left to arbitration. An arbitration board shall be appointed. One arbitrator to be selected by the firm and one by Local Union No. 31;

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these two arbitrators shall choose a third disinterested party. The findings of the majority of this committee shall be binding on both parties.

SEC. 17. This agreement to remain in force from July 10th, 1906, until May 1st, 1908.

SEC. 18. All employees filling places of men receiving more money than they, shall receive same as place calls for.

BARTEL BREWING CO., by JAMES GAFFNEY, Agent.

C. H. EVANS & SONS, for ROBERT W. EVANS.

HUDSON CITY BREWING CO., by PAUL SCHAUBLE, Secretary.

DOBLER BREWING CO., by THOS. F. MAHAR.

LEONARD MASON,
MATTHEW HURLEY,
CHARLES CLANCY,
JAMES GAFFNEY,
FRANK HANWAY,

Committee.

BREWERY WORKERS, TROY.

Agreement between the ale and porter workers, drivers and peddlers of lager beer wagons, Local No. 34, of the National Brewery Workers' Union, and the ale and lager beer brewery proprietors of the city of Troy and vicinity.

ARTICLE 1. None but members of Local Union No. 34 shall be employed.

ARTICLE 2. Ten hours shall constitute a day's work for the whole year. All overtime shall be paid for at the rate of fifty cents per hour.

ARTICLE 3. All drivers shall clean the horses in their charge every morning, including Sunday, but shall not be asked to perform any other work on Sunday, and that will not be considered as overtime.

ARTICLE 4. Each workman shall have the right to board or live wherever he chooses, and no help shall be hired on the recommendation of a customer or saloon keeper.

ARTICLE 5. WAGE SCALE: 1st cellarman, \$17 per week; 1st washman, \$16 per week; drivers and helpers, \$15 per week; all others inside, \$15 per week; three-horse driver, \$16 per week. No present wages shall be reduced. All employees shall be paid on Saturday of each week.

ARTICLE 6. No teamster shall be asked to deliver ale or porter in hogsheads to saloons or customers alone and no bookman or collector shall take the place of a teamster. The working force of each wagon, drawn by a team, shall consist of two union men.

ARTICLE 7. Employees shall be discharged for such causes only as drunkenness, negligence, dishonesty and disobedience to employer.

ARTICLE 8. Service done by employees in the interest of and for the benefit of the union shall not be cause for discrimination or discharge.

ARTICLE 9. Extra help employed during the busy season must be members of Local Union No. 34 and shall be entitled to temporary employment only.

ARTICLE 10. The lager beer ale and porter brewers of Troy and vicinity are earnestly requested to use the label of the National Brewery Workmen of America on all their products.

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ARTICLE 11. When difficulties arise they shall be settled by a board of arbitration, composed of three members of the joint local executive board and a like committee of the employing brewers.

ARTICLE 12. This agreement shall take effect May 1, 1906, and remain in force until May 31, 1907, and continue if satisfactory from year to year, unless thirty days' notice shall be given by either employers or employees, before the expiration of the agreement in each year.

ARTICLE 13. The following days shall be considered as Sundays: Fourth of July, Labor Day, Christmas, New Years — with compensation for the same as according to Article 5.

(Signed.)

THE STOLL BREWING CO.,

By FREDERICK A. STOLL, Mgr.

S. BOLTON'S SONS,

By WILLIAM BOLTON, Pres. and Treas.

QUANDT BREWING CO.,

ROBERT MORRIS, Pres.

KENNEDY & MURPHY BREWING AND MALTING CO.,

J. J. McCORMICK, Pres.

FITZGERALD BROS. BREWING CO.,

THOMAS F. FITZGERALD, Secy.

RUSCHER BREWING CO., F. E. HOWE, *Trustee.*,

By W. F. SEBER.

THE JOHN STANTON BREWING CO.,

WILLIAM P. STANTON, Mgr.

THE ISENGART BREWING CO.,

HAMMON HARRINGTON, Pres.

PENROSE & McENIRY.

CONWAY BROS. BREWING AND MALTING CO.,

HENRY A. CONWAY, Sec.-Treas.

BUTCHERS, NEW YORK CITY (BROOKLYN BOROUGH).

*Agreement of Butcher Union No. 342, of Brooklyn, (Meat Cutters) A. M. C.
& B. W. of N. A.*

FIRST. I,, party of the first part, agree to employ only members of Local Union No. 342, of Brooklyn, A. M. C. and B. W. of N. A., party of the second part, for the term of one year, under the following conditions:

SECOND. That the working hours for store tenders must be 68 hours per week. Thirty minutes shall be allowed for breakfast and one hour for dinner, also thirty minutes for Saturday night's supper time.

THIRD. The rate of wages for above employees shall not be less than \$14 per week. Extra help must receive 30 cents per hour, and \$4.50 on Saturdays.

FOURTH. If the work cannot be done in 68 hours, 30 cents an hour shall be paid for overtime, and any fraction of an hour shall be considered a full hour.

FIFTH. On holidays the work shall not be of more than five hours' duration, and must be paid for at double the rate of regular wages. All work over five hours on holidays must be paid as double overtime.

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SIXTH. The store tenders shall take up work in the morning at 6 o'clock, but work must not last longer than 6 o'clock in the evening, except Saturday nights at 11 o'clock.

SEVENTH. Extra help must perform the same duties as the store tenders, and shall not leave the store until all work is finished.

EIGHTH. All order boys and drivers over the age of 16 years must belong to Local No. 342, and said order boys and drivers must stand under the jurisdiction of the organizer.

NINTH. No employees shall board or lodge with their employers unless authorized by the Local.

TENTH. Employees cannot be discharged on account of services rendered the union.

ELEVENTH. The wages shall be paid every Saturday night in cash.

TWELFTH. Store tenders shall not perform any work in cellar, packing or sausage rooms except the party of the first part has only one man employed and such man must then belong to Local Union No. 342.

THIRTEENTH. After 7 A. M. no store tender shall perform any kind of work except storetending.

FOURTEENTH. Absolutely no work on Sunday.

FIFTEENTH. The Union Market Card is the property of the party of the second part, and is only loaned to the party of the first part subject to return upon demand.

BUTCHERS, UTICA.

[Reported by union as signed by all employers but one.]

*Rules governing the hours of labor of the members of Local Union No. 13,
A. M. C. and B. W. of N. A.*

CLAUSE 1. All employees over the age of 18 years, except barnmen, bookkeepers and traveling salemen, shall be members in good standing of the A. M. C. and B. W. of N. A., the three exceptions as specified shall not cut meat, assist in sausage making or packing.

CLAUSE 2. When a vacancy occurs, only members of the union are to be employed. Extra help, for short periods excepted, said period not to exceed 10 days.

CLAUSE 3. The hours of labor on the day preceding Memorial, Independence, Thanksgiving, Christmas and New Years Days shall be from 6:45 A. M. to 9:45 P. M.

CLAUSE 4. No work shall be performed on Memorial, Independence, Labor, Thanksgiving, Christmas or New Years days, except when any of the specified holidays occur on Saturday or Monday, when from 6:45 A. M. to 10 A. M. shall be considered a full working day.

CLAUSE 5. A working day shall consist of 10½ hours, from 6:45 A. M. to 6:15 P. M., except Saturday, when the hours shall be from 6:45 A. M. to 9:45 P. M. Markets complying with these rules will not be open before or after the hours specified.

CLAUSE 6. In cases where drivers cut meat and care for a horse or horses, the working hours shall be from 6:30 A. M. to 6 P. M.

CLAUSE 7. One Thursday, during either June, July or August, shall be known as Picnic Day, when no work is to be performed. The day preceding the hours shall be as specified in clause 3.

MALTSTERS, BUFFALO.

[Reported by the union as signed by twenty-one employers.]

This agreement made on the fifth day of September, 1905, between the Malt Manufacturers Association of Buffalo and Maltsters Union No. 189 of the International Union of United Brewery Workmen of the United States as follows:

ARTICLE I. That none but men who are members in good standing and in possession of working cards, duly signed by the secretary, or his proxie, of Maltsters Union No. 189 shall be employed as maltsters by the employer. No elevator, machinery or track men to be considered as maltsters.

ARTICLE II. Nine hours within 11 consecutive hours shall constitute a working day, during which time employees are to perform work of any nature in or about the premises. On Sundays and legal holidays such work only shall be done as in the judgment of the employer, or his foreman, is absolutely necessary.

ARTICLE III. Wages shall be \$14 per week for the entire malting season. (Seven days to constitute a week.) All overtime over the above 15 minutes over said nine hours to be paid for at the rate of 25 cents per hour. No overtime to be allowed in cases where such overtime is caused on account of breakdowns or other accidents, and there is nothing in this contract that requires or obligates the division of one or more absent employees' pay with the other employees and any demands of this nature will be considered as a breach of contract.

ARTICLE IV. One maltster apprentice (regardless of age) may be employed to every eight maltsters. The wages of said apprentice to be not less than \$12 per week. Said apprentice to join Maltsters Union No. 189 immediately. No malthouse to employ more than two apprentices.

ARTICLE V. Reasons for discharge from employment shall be incompetency, neglect of duty, refusal to work, intoxication, dishonesty or disobedience to orders of employer or foreman.

ARTICLE VI. In the event of vacancies, such vacancies to be filled from members of Maltsters Union No. 189 only upon presentation of union cards. The selection of such men to be entirely at the option of the employer or his foreman. Should the union be unable to furnish competent and satisfactory men, then the employer or his foreman shall have the right to engage non-union men, who shall be taken into Union No. 189 as soon thereafter as possible.

ARTICLE VII. No strikes to be inaugurated or maintained. All disputes to be referred to an arbitration committee for adjustment. Said committee to consist of two members of The Malt Manufacturers Association of Buffalo, two members from Maltsters Union No. 189, and these four to select the fifth member, if necessary. Their decision to be final.

ARTICLE VIII. No business agent of Maltsters Union No. 189 to be allowed in the malthouse except by permission of the employer.

ARTICLE IX. Maltsters having malt manufactured on commission in other malthouses, shall see that said houses employ none but union men.

ARTICLE X. Drum washers shall receive from the firm by whom they are employed a rubber suit free of charge.

ARTICLE XI. All members satisfactory employed at the different malt-

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houses at the close of the season, shall be entitled to employment in said houses at the opening of the new season.

ARTICLE XII. No business man or person recommended by a saloon keeper can be employed in the malthouse.

ARTICLE XIII. This contract to remain in force for two malting seasons, ending August 31, 1907. Upon the expiration of same, all future arrangements between the parties mentioned in this contract to be made ten days previous to the expiration of same.

ARTICLE XIV. All malthouses employing more than four night maltsters shall be entitled to engage a non-union night foreman, if so desired, who shall be allowed to perform such work personally as his employer deems necessary. This article is not to be construed in any way as prejudicial to employing a union man in this position.

ARTICLE XV. No employee to vacate his position during the malting season (except for reasons stated in Article 5) without permission from the secretary of the union, who will furnish a substitute satisfactory to his employer before allowing said employee to go.

ARTICLE XVI. No beer to be brought in the malthouse except during lunch periods. It must then be confined to the lunch rooms and not be consumed on the malting floors or other work rooms.

The within agreement to take effect immediately.

Accepted:

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MALTSTERS, GENEVA.

[The Geneva Maltsters' Union has an agreement with a patent cereal mill embodying essentially the same provisions except as to wages and hours of labor, which are as follows:

Section 6. The hours of labor for day men shall be 10 hours per day from 7 a. m. to 5:30 p. m., with one-half hour per day for lunch or dinner from 12 m. to 12:30 p. m. or from 12:30 p. m. to 1 p. m. as may be deemed necessary by the employer. On Saturday the hours shall be 7 a. m. to 4:30 p. m. with one-half hour for lunch or dinner as above. The hours for night men shall be 5:30 p. m. to 6 a. m. with one-half hour for lunch from 12 midnight to 12:30 a. m., or from 12:30 a. m. to 1 a. m. as may be deemed necessary by the employer, except Saturday night when the hours shall be 4:30 p. m. to 11 p. m. Day men working fifty-nine hours per week shall be paid for sixty hours, and night men working sixty-six and one-half hours per week shall be paid for sixty-seven and one-half hours, otherwise to be paid for actual time worked.]

Agreement between Maltsters Local Union No. 134 of Geneva, N. Y., and vicinity and the undersigned malt house proprietors.

SECTION 1. Only members in good standing with Local Union No. 134 of the International Union of United Brewery Workmen of America shall be employed in the malt houses controlled by the undersigned in Geneva, Waterloo, Phelps, Lyons and Watkins.

Malt houses malting in commission or otherwise for the undersigned firms shall also employ union help under the following rules and conditions and wages.

SECTION 2. Should any malt made by other firms be transferred to any of the malt houses controlled by the undersigned firms the same must carry the union label.

SECTION 3. Should a maltster be prevented from work on account of sickness, he shall be entitled to resume his work after recovery from sickness, providing his sickness does not extend over three months, but if over three months, he shall be entitled to fill any position assigned him.

SECTION 4. A maltster shall be entitled to live and board where he chooses and the enjoyment of such privileges shall not be considered as sufficient to influence either the discharge or employment of any maltster. This is to apply to those at work, as well as those hereafter to be employed.

SECTION 5. It shall not be detrimental to any maltster, who may have served on any committee or mission in the interest or under the direction of the union.

SECTION 6. If any maltster should report for work drunk, the employer has the right to discharge him, providing there is sufficient proof.

SECTION 7. Should a member be taken sick, he shall give the earliest report to the foreman or any member of the union.

SECTION 8. Working hours. The hours of labor shall be nine hours per day, from 7 A. M. until 12 M., and from 1 P. M. until 5 P. M. for six days of the week, on Sunday seven hours shall constitute a day's work, from 7 to 11 A. M. and from 1 to 4 P. M. Each man receiving a day off each month without reduction in wages.

SECTION 9. Wages. All wages are payable weekly and shall be paid as follows on and after the 1st day of October, 1906:

All maltsters and malt house laborers shall receive \$14.80 per week. In case of any urgency that any maltster or laborer has to work any overtime, he shall be paid at the rate of 35 cents per hour for same.

This agreement shall remain in force from October 1, 1906, to October 1, 1907.

Indorsed by the International Executive Board United Brewery Workmen of America, Cincinnati, O., September 5, 1906.

ADAM HUEBNER,
International Secretary.

XII. BUILDING INDUSTRY.

AMSTERDAM, BRICKLAYERS AND MASONS.

Agreement between the Amsterdam Builders' Association and the Bricklayers', Masons' and Plasterers' Union, No. 61, of Amsterdam, N. Y., from May 1, 1906, to May 1, 1907.

April 7, 1906.

It is hereby agreed to by the Amsterdam Builders' Association and the Bricklayers', Masons' and Plasterers' Union No. 61, of Amsterdam, N. Y., members of the International Union:

SECTION 1. That the wages of the members of Union No. 61, of Amsterdam, N. Y., shall be fifty cents (\$0.50) per hour. Eight hours shall constitute a day's work. That the hours of labor shall be from 8 A. M. to 5 P. M., one hour for dinner, or as otherwise mutually agreed.

SECTION 2. The Union shall not order any strike against the Amsterdam Builders', of Amsterdam, N. Y., nor shall any number of the union men

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leave the works of any Amsterdam builder before the matter in dispute is brought before the joint arbitration committee for settlement.

SECTION 3. That no member of Union No. 61, of Amsterdam, N. Y., shall be discharged for inquiring after the cards of the men working upon any job of the contractors, or for seeing that the rules of the union be lived up to. Nor shall the business agent be interfered with when visiting any building under course of construction.

SECTION 4. Except in case of extreme necessity no work shall be done between the hours of 5 and 6 P. M., and all over-time shall be double time at the rate of one dollar (\$1.00) per hour. Over-time means nights, Sundays, holidays, viz: New Year's Day, Decoration Day, Fourth of July, Labor Day, and Christmas. Except where there is a contract to be finished in a time limit, where two or more shifts are required, the wages shall be seventy-five cents (\$0.75) per hour.

SECTION 5. That each member of the union shall be provided with a kit of tools, consisting of a trowel, plumb rule, two-foot rule, level, brick hammer, sharp chisel and 100 feet of mason's line. Stone masons and plasterers shall have a proper set of tools.

SECTION 6. Where the members of Union No. 61, work for owner, agent or other than general contractors and builders he must charge the same as the Amsterdam Builders charge for mason's labor and material. Contracting limited to five hundred dollars (\$500).

SECTION 7. That all members of No. 61 be paid every Saturday on the job before 5 P. M.

SECTION 8. There shall be an arbitration committee elected each year by the Amsterdam Builders' Association and the Bricklayers', Masons' and Plasterers' Union No. 61, of Amsterdam, N. Y., consisting of five or seven members from each organization, who shall have the power to settle all differences arising between the two organizations.

SECTION 9. That the arbitration committee meet at the call of the Chair on either side, and the first Thursday in December shall be a special meeting for the consideration of the yearly agreement, which must be signed on or before January 1, to take effect May 1, of each year.

SECTION 10. That all concreting be superintended by a mason, a member of No. 61. No laborer to use a trowel.

SEC. 2. Artificial Masonry.—The cutting, setting and pointing of cement blocks or artificial stone, and all cement that is used for backing-up external walls, the building of party walls, columns, girders, beams, floors, stairs, arches and plaster block partitions, where substituted for stone, shall be done by bricklayers, and where substituted for stone, shall be done by stone-masons, and all subordinate unions shall have this section and paragraph inserted in their constitutions and by-laws.

SEC. 3. Masonry.—Bricklaying masonry shall consist of the laying of bricks in, under or upon, any structure or form of work where bricks are used, whether in the ground or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, in mines or fortifications, and all underground work, such as sewers, telegraph, electric and telephone conduits, where a trowel and mortar are used, and all pointing, cleaning and cutting of brick walls, or other work requiring the labor of a skilled person. Fireproofing, block arching, terra cotta cutting and setting,

where done on a building, and the cutting of rock faced brick, and the setting of all stone trimmings on brick buildings, is considered bricklayers' work for which the regular rate of wages of the locality must be charged, as the same is considered brick masonry. The cutting, rubbing and grinding of all kinds of arch brick must be done by members of the B. and M. I. U.

This agreement was signed by the following members of the Amsterdam Builders' Association and members of Union No. 61, of Amsterdam, N. Y., to take effect from May 1, 1906, to May 1, 1907, Amsterdam Builders' Association:

HENRY W. GRIEME,
A. R. GARDINIER,
F. W. DESSAU,
C. B. MACHOLD.

Bricklayers', Masons' and Plasterers' Union No. 61:

FRED HAGEN,
MICHAEL COLEMAN,
DAN. FRIEDRICH,
JOHN J. HESLAN,
ARTHUR PLAYFORD,
FRANK MANNING.

BINGHAMTON, BUILDING TRADES SECTION.

BINGHAMTON, N. Y., 190

*This agreement made and entered into by and between
....., builder, part of first part, and The
Central Labor Union and Building Trade Section, of Binghamton and
vicinity, party of second part.*

That in consideration of benefits derived and to be derived from this agreement by the said parties they do hereby agree as follows:

The said part of the first part that on and after the date of this agreement will employ only members of the unions affiliated and in good standing in the Central Labor Union and Building Trade Section in above named city, pay the union scale of wages to the different trades employed and work the prescribed number of hours of the unions; and the party of the first part further agrees that in the sub-letting of a contract, or any part of a contract, the work shall be done by union men, as above specified. This agreement does not apply to unions not affiliated with the Central Labor Union and Building Trades Section.

The party of the second part agrees to furnish competent union workmen within a reasonable length of time after notice has been given the business agent, to perform any and all work, if such workmen can be procured.

The party of the second part also agrees to work for the interests and protect party of the first part in the discharge from his employ of any workman who is incompetent, intemperate in a degree to neglect work, or disobedient.

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BUFFALO, BRICKLAYERS AND MASONS.

This agreement, made this 12th day of April in the year 1906 by and between the Mason Builders' Ass'n of Buffalo, party of the first part (hereinafter called the employer), and the Bricklayers, No. 45, N. Y., of the B. M. I. U. of America, party of the second part (hereinafter called the employee).

WITNESSETH, as follows:

ART. 1. This agreement takes effect May 1st, 1906 and shall continue in effect until January 1st, 1908.

ART. 2. If, at the expiration of this contract, either party intends to change any of the clauses of the same, thirty days notice of such intended change shall be given the other party, else the contract shall continue in force until January 1st, 1909.

ART. 3. Under this agreement eight hours shall constitute a day's work, and the regular working hours shall be from 8 a. m. to 5 p. m. In cases of necessity the employer shall have the privilege of working more than one shift of men within the 24 hours; straight time to be paid those working only 8 hours per day. The privileges of this article to be used subject to the approval of the joint Arbitration Board.

All work done on Sundays, Christmas, New Year's, Decoration Day, Fourth of July, Thanksgiving and Labor Day shall be paid for at the rate of double time.

ART. 4. From May 1, 1906, to July 1, 1906, the regular scale of wages paid bricklayers under this contract shall be 53 cents per hour; from July 1st, and during the remaining life of this agreement the scale of wages paid bricklayers shall be 55 cents per hour.

ART. 5. There shall be a permanent Board of Arbitration appointed, three members from each party to this contract. All designations made under this article and all decisions of such Arbitration Board, shall be filed with the Secretary of the Mason Builders' Ass'n and with the Secretary of the Bricklayers Union No. 45. Should any problem arise for adjustment between the parties to this agreement, upon the request of either party, a conference must be held for the adjustment of said differences within 24 hours from the receipt of said request. The duties of the Arbitration Board so composed shall be to settle all disputes resulting from the enforcement or a violation of this agreement. The decisions of this joint Arbitration Board shall be binding on both parties to this agreement.

ART. 6. There shall be no sympathetic strikes for any cause whatsoever during the life of this agreement.

ART. 7. All bricklayers working under this agreement shall be paid weekly, Saturday or Monday, at or before 4.30 p. m. Payment to be made on job, weather permitting, otherwise at employer's office or other suitable place. And any and all employees discharged from work on any job shall be paid when laid off, but any employee leaving his work of his own accord shall not be paid until the next regular pay-day of such employer.

BUFFALO, CARPENTERS AND JOINERS.

This agreement, made this 20th day of April, in the year 1906, by and between the Carpenter Contractors' Association of Buffalo, party of the first part (hereinafter called the employer), and the Buffalo District Council of United Brotherhood of Carpenters and Joiners of America and the Amalgamated Carpenters and Joiners, affiliated therewith, parties of the second part, of the City of Buffalo (hereinafter called the employee),

WITNESSETH, as follows:

ARTICLE 1. This agreement shall take effect May 1, 1906, and continue in effect until May 1, 1908.

ARTICLE 2. If at the expiration of this contract, either party intends to change any of the clauses of the same, four months' notice of such intended change shall be given, one party to the other, and the adjustment of the wage scale must be made on or before February 1, 1908.

ARTICLE 3. Under this agreement eight hours shall constitute a day's work to be performed between the hours of 8 A. M. and 4.30 P. M. and the minimum rate of wages paid journeymen carpenters shall be 40 cents per hour and all work performed before or after said hour shall be paid for at the rate of time and one-half, except Sundays, Decoration Day, Fourth of July, Thanksgiving Day, Christmas, and New Year's Day, which shall be paid for at the rate of double time.

All those who may be incapacitated through old age or from any cause their wages shall be such as may be mutually agreed upon between the employer and his employee, subject to the approval of the Arbitration Committee.

ARTICLE 4. There shall be a permanent Board of Arbitration appointed, three members from each party to this contract. All designations made under this article, and all decisions of such Arbitration Board, shall be filed with the secretary of the Carpenter Contractors' Association and with the Buffalo District Council of the United Brotherhood of Carpenters and Joiners. Should any problem arise for adjustment between the parties to this agreement, upon the request of either party, a conference must be held for the adjustment of said differences within 24 hours from the receipt of said request. The duties of the Arbitration Board so composed shall be to settle all disputes resulting from the enforcement or a violation of this agreement. The decisions of this joint Arbitration Board shall be binding on both parties to this agreement.

ARTICLE 5. There shall be no sympathetic strikes for any cause whatsoever, during the life of this agreement.

ARTICLE 6. Whenever two or more journeymen members of the second part are working together a steward shall be selected by them. No salary shall be paid to a journeyman for acting as steward. He shall perform his duties as steward so as not to interfere with his duty to his employer, and shall report all violations of this agreement.

ARTICLE 7. All employers represented in this agreement will pay their men

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weekly, on a regular pay day, the wages to be paid on the work not later than quitting time.

Signed,

In behalf of the party of the first part,

NICHOLAS NIEDERPREUM,

President.

JAMES M. CARTER,

Secretary.

In behalf of the party of the second part,

CHARLES HANN,

President.

JAMES HOPKINS,

Secretary-Treasurer.

RULES.

RULE 1. Members of the U. B. and A. S. of C. & J. while working in this district must carry district council card and recognize the business agents of the D. C. and submit their cards to him for inspection.

RULE 2. Any member appointed business agent or acting as steward shall personally examine the working card and report same to business agents or D. C.

RULE 3. Members violating any section of these rules or agreement, upon proof thereof, shall be dealt with as the D. C. may see fit.

BUFFALO, ELEVATOR CONSTRUCTORS.

[Terminating dispute of May 1-26, described in Table I, p. 68.]

This agreement made the 28th day of May, 1906, between the Otis Elevator Company, party of the first part, and Local No. 14 of the International Union of Elevator Constructors, an association of more than seven persons, working under a charter from the International Union of Elevator Constructors, acting through its President, H. D. Rowan, or Committee, and his or their successors in office, parties of the second part, witnesseth:

That, in consideration of the fulfillment of the mutual promises herein contained, the parties hereby do covenant and agree as follows: That during the life of this agreement, all workmen in employ of the said party of the first part, working either on repairs or new work, in Buffalo or Rochester, and within a radius of twenty-five (25) miles of the City Hall of Buffalo or Rochester, shall be members of Local No. 14 of the International Union of Elevator Constructors, or hold a permit card issued by Local No. 14. Provided, however, a sufficiency of properly skilled workmen to meet the party of the first part's needs can be supplied by Local No. 14, and provided further that permit cards unlimited as to time shall be issued to any elevator constructor the party of the first part may choose to send into the territory covered by this agreement, in case there is not a sufficiency of proper men. Permit helpers shall receive 25 cents per hour or two dollars (\$2) per day.

FIRST. That on and after the said first day of May, 1906, the working day shall constitute eight hours, except Saturdays in June, July and August, which days shall consist of four hours, each day's work of eight hours to be performed between the hours of 8 o'clock in the forenoon and 5 o'clock in

the afternoon, and on Saturdays in June, July and August, between the hours of 8 and 12 A. M. noon. The said working days shall be known as "regular time" of 44 hours per week in June, July and August, and 48 hours per week all other months.

All work performed between the hours of 5 o'clock in the afternoon and 8 o'clock in the forenoon of any week day, or on any Sunday, or any legal holiday, or after 12 o'clock noon on any Saturday in June, July and August, shall be known as "over time," and shall be paid for at one and one-half the rate of "regular time," until 12 M., double time 12 M. to 8 A. M., except as outlined in article 3 of this agreement, and it is hereto further agreed that no work shall be performed on Labor Day, except in cases of extreme emergencies, or where loss of property will be sustained.

It is also agreed that during the hours specified the workmen shall render good, faithful and continuous and efficient service and in the event of evidence being presented to the contrary to Local No. 14, mechanics shall be relegated to ranks of helpers and paid the helpers' wage rate until such time as it is proven to the manufacturers that he is worthy of being reinstated in the mechanics' class.

Legal holidays referred to are New Year's, Washington's Birthday, Memorial Day, July Fourth, Labor Day, Thanksgiving and Christmas.

SECOND. The regular time for mechanics shall be paid for a minimum rate of 42½ cents per hour or \$3.40 per day and a minimum rate of 30 cents per hour or \$2.40 per day, for helpers, and it is further agreed that no member receiving above the minimum rate shall be reduced during the life of this agreement.

THIRD. When work is carried on in two shifts, eight hours shall constitute a day's work for the night shift men, time and one quarter time shall be paid to the men working on night shift for regular week days, in accordance with the above schedule of overtime rates for all other times.

In case men are asked to work more than the eight hours that constitute a day's work either on day or night shifts, then time to be paid for as called for in afore-mentioned overtime schedule.

Extra shifts will only be carried on at contract work, and contract work is defined as follows: It consists of new work, or where a new machine is substituted for an old one. All other work shall be classed as repair work.

FOURTH. That the workmen shall be paid on the job, or at the office, on the time of the party of the first part.

FIFTH. The party of the first part further agrees to send out no mechanic unaccompanied by a helper, or a helper without a mechanic, except on a case of adjusting and not to exceed two helpers to one mechanic on any job, except when a fourth man is necessary. (This clause refers to the 25-mile radius.)

The party of the first part also has the right to put machines, cylinders, engines, pumps or tanks in the buildings with outside riggers.

The party of the first part can use as many helpers for wrecking old plants, hoisting of all kinds, putting on cables and on all foundation work, as best suit its convenience.

SIXTH. That the party of the first part shall supply all customary tools to be used on iron work.

SEVENTH. The party of the first part shall pay all car fare in excess of one

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fare in going to and from work before 8 o'clock in the forenoon and 5 o'clock in the afternoon, within the corporate limits of the cities of Buffalo and Rochester.

All workmen sent to work outside of the cities of Buffalo and Rochester, and within a radius of 25 miles of Buffalo or Rochester city hall, shall leave on the train nearest 7:40 o'clock A. M., traveling expenses to be paid by the party of the first part, and time to be paid for from 8 A. M.

When party of the first part desires that mechanics or helpers shall not return to their homes each day, their local board shall be paid by the party of the first part.

On all work outside the radius of 25 miles, and within a radius of 75 miles, from the city hall of Buffalo or Rochester, the party of the first part shall pay the traveling expenses and living expenses of one mechanic, a member of the International Union of Elevator Constructors.

When the party of the first part desires to send extra men, the men shall be permitted by Local No. 14 to pay their own board provided their transportation is paid for them and they are willing to go.

All traveling expenses, except as otherwise agreed in this agreement, while actually engaged in the company's business to be paid by the party of the first part, and traveling time to be paid for and known as "single time," except when sleeping car berth is furnished.

EIGHTH. That the party of the first part shall have the privilege of employing apprentices, provided, however, that the number of such apprentices shall not exceed one to every five mechanics, in the employ of the party of the first part except where the party of the first part employs less than five mechanics, they have the privilege of employing one apprentice. No apprentice so employed shall be over the age of 21 years, or less than 18 years at the commencement of his employment. The wages of each apprentice shall be \$1.50 per day to commence with and to be increased each six months proportionately to bring his rate up to that of a helper at the end of three years.

It is further agreed by the party of the second part that no restrictions are to be placed on the character of work which an apprentice is to perform except that no apprentice is to be placed in charge of a job.

NINTH. The party of the first part further agrees that the following in its contract shall be performed only by members of the International Union of Elevator Constructors.

All mill wright work in connection of an elevator. All elevator work used in any manner for the complete and safe operation of the elevators, the assembling of all elevator machinery, to wit:

Hydraulic, steam, electric and belt, compressed air, hand power and dumb waiters: Also air cushions, except when constructed of brick or when connected with hot rivets, the erection of all elevating stages, all escalators, the assembling of all cars complete, putting up all guides either of wood or iron; the drilling, boring and sinking of all holes for plunger elevators, also have charge of and running of motive power for same; the setting of all tanks, whether pressure, open, or pit tanks, all hydraulic piping in connection with an elevator. "The setting of all pumps, where pumps arrive on any job in parts, they are to be assembled by members of said Union." All electric work connected with an elevator, except flash lights, annunciators light cables and feed wires to control, all locking devices in connection with

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elevators, all over-head work either wood or iron, supports for the same when required, setting of all templates, all gates, all automatic doors in hatchways, all indicators, all foundations either of wood or iron that would take the place of masonry, also erecting and repairing of all elevators. It is distinctly understood by both parties of this agreement that concrete foundations are masonry.

Members of said union shall run all permanent cars being used for hoisting building material. The party of the first part agrees that so long as the provisions herein contained are conformed to, that they will not order or be a party to a lockout. It is agreed by parties of the second part as one of the conditions of their employment by parties of the first part, that hereafter they shall not participate in any sympathetic strike with any trades but their own and not in that unless the executive of the International Union of Elevator Constructors shall call such strike.

Parties of the second part agree to work for the party of the first part under and pursuant to the working rules hereinbefore set forth and forming part of this agreement.

The party of the second part further agrees that in case of trouble and misunderstanding between the parties of this agreement, the difference shall be arbitrated; work shall proceed pending the arbitration under the conditions of this agreement. The difference shall be referred to a conference committee, composed of five members, two of which shall be appointed by the party of the first part, two by the party of the second part and a fifth to be selected by these four. The committee shall be called together within 24 hours after a difference occurs and arbitration asked for and their decision shall be final.

And it is further agreed by the party of the second part that any member of Local No. 14 of the International Union of Elevator Constructors shall not enter into competition with the parties of the first part, or be permitted to do any work whatever on their own account in relation to repairs, putting on new ropes, etc., on any elevators in this city or within a radius as described.

And it is hereby mutually agreed, that no change in wages, nor in the number of hours constituting a day's labor, shall be asked for by either party, unless such changes are to take place on the first day of May, next ensuing; but the parties asking for such change shall first give notice to the other parties in writing, on or before the first day of November preceding the said first day of May.

This agreement shall continue in full force and effect from the first day of May, 1906, until the first day of May, 1908 (both dates inclusive), with the exception of the wage schedule which shall not go into effect until the first day of September, 1906. Signed and accepted in duplicate, this 28th day of May, 1906.

For the Otis Elevator Company,
(Signed) F. B. GRAVES, L. M.

For the International Union of Elevator Constructors, Local No. 14,
F. A. CLINK,
AL. C. SCHELL,
H. D. ROWAN.

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BUFFALO, PAINTERS AND DECORATORS.

This agreement, made the first day of April, in the year 1906, by and between the undersigned Master Painters of Buffalo, of the first part (hereinafter designated employers), and the Buffalo Painters' District Council, of the second part (hereinafter designated the Union), witnesseth, as follows:

ARTICLE 1. This agreement shall take effect April 1, 1906 and shall continue in effect until April 1, 1908.

ARTICLE 2. Notice shall be given either party to the other on the first day of December, 1906, of any intended change in this agreement for the succeeding year, and if a change is to be made it shall be decided by January 1, 1907, and shall take effect at the expiration of this agreement, otherwise this agreement shall continue in effect until April 1, 1907.

ARTICLE 3. Eight hours shall constitute a day's work, to be performed between the hours of 8 A. M. and 4:30 P. M., and the scale of wages for journeymen shall be 37½ cents per hour.

Any labor performed before 8 A. M. or after 4:30 P. M. shall be paid for at the time and one-half rate, except as hereinafter mentioned, and except on Sundays, New Year's Day, Decoration Day, Fourth of July, Thanksgiving Day and Christmas, which shall be paid for at the rate of double time.

ARTICLE 4. If found necessary to work after 4:30 P. M. to finish a job, or any distinct section of a job, straight time shall be paid up to 5:30 o'clock and after that hour time and one-half. If new work is started or men are sent to a job after 4:30 P. M., time and one-half shall be paid.

ARTICLE 5. In order that men may be started on new jobs promptly, it is necessary that they report at the shop not later than 7:45 A. M.

ARTICLE 6. Employers will pay car fare to and from all jobs outside the city limits, also the full time spent in traveling, which will be paid at the regular rate of wages, straight time.

ARTICLE 7. There shall be a permanent Board of Arbitration appointed, two members from each party to this contract, to be designated in writing. The persons so appointed may be changed at any time, by a new designation in writing. The four so appointed shall at once choose a fifth person to act as umpire in case of their disagreement, designating him in writing, and they may change the umpire or appoint a new one for a special case at any time by a like writing. In case of a disagreement between the four arbitrators, the decision of the umpire, agreeing with any two of them, shall be final. All designations made under this article, and all decisions of such Arbitration Board, shall be filed with the Secretary of the Buffalo Builders' Exchange.

The duties of the Arbitration Board so composed shall be to settle all disputes resulting from the enforcement or a violation of this agreement.

ARTICLE 8. There shall be a permanent Conference Board created, three members from each party to this agreement, whose duty it shall be to settle amicably, all questions or matters of interest to the trade, not covered by this agreement. This Board shall meet regularly once a month.

ARTICLE 9. The Business Agent of the Union will not be allowed to visit, or to interfere in any way with the progress of work during working hours, on a private job (meaning old or repair jobs), or where only painters are working, except in cases where the provisions of this contract are being violated.

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ARTICLE 10. Sympathetic strikes shall in no wise be considered a violation of this agreement, but in the event of such strikes, at least twenty-four hours notice shall be given employers affected.

ARTICLE II. All Employers signing this agreement will pay their men weekly.

The working rules the District Council is part of this agreement.

WORKING RULES BUFFALO PAINTERS' DISTRICT COUNCIL

RULE 1. Eight hours shall constitute a day's work, to be performed between the hours of 8 A. M. and 4:30 P. M., and the scale of wages for journeymen to be not less than \$3.00 for said eight hours. Any labor performed before 8. A. M. or after 4:30 P. M. shall be paid for at the time-and-a-half rate, except Sundays, New Year's Day, Decoration Day, Fourth of July, Thanksgiving Day and Christmas, which shall be paid for at the rate of double time. (2) Any member who fails to report any violations of this rule on a job where he is working, or any member who knows of a violation of this rule and fails to report same to the Business Agent, will be fined \$1.00 for each offense. (3) Any Business Agent who omits to report any violation of this rule shall be fined \$3.00 for each offense. (4) Business Agents shall impose those fines in all cases that shall come under their notice, and all fines so imposed shall stand, unless removed on appeal.

RULE 2. Every member having charge of work where five or more journeymen are employed shall be classed as a foreman.

RULE 3. Every foreman having charge of work shall be held responsible for the men under him having clear Union cards. He shall also notify the Business Agent within twenty-four hours after starting any new job. Failing to comply with this rule will subject the offender to a fine of \$1.00.

RULE 4. No journeyman painter or apprentice will be permitted to mix colors or arrange scaffolding, prepare pots or brushes, or perform any labor whatsoever, previous to the regular starting time, or after the regular quitting time, unless he receives pay at the overtime rate.

RULE 5. Employers must pay car fare to and from all jobs outside of city limits. Also for time spent traveling, which will be charged at the regular rate of wages.

RULE 6. Bosses to be recognized as Union Contractors must handle sufficient work to keep three Union men employed at least five months of the year. This rule does not apply to members of the Union.

RULE 7. All members of the Brotherhood of Painters and Decorators of America, while working in this district, shall recognize the Business Agent of the Building Trades Council, and submit their cards for his inspection.

RULE 8. Suspended members will be treated in the same manner as non-union men, until they comply with the laws.

RULE 9. Any Local Union, when deemed advisable, may instruct the Business Agent to call off its members on any job, pending an order of the District Council.

RULE 10. Any boy or person not more than 20 years of age may engage himself to learn the trade of Painting, and must serve an apprenticeship of at least three consecutive years.

RULE 11. All apprentices must be indentured to their employers, and regis-

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tered in one of the Local Unions, when they will be provided with a working card.

RULE 12. One apprentice shall be allowed to 10 men or less, two to 20 men, and not more than two apprentices in any shop. All apprentices must be regularly registered in one of the Local Unions.

RULE 13. In all cases where outside firms procure contracts for painting and decorating in Erie county, the scale of wages shall be regulated by the District Council of Painters, or its representative, and no member shall be allowed to go to work for such firm, unless so ordered by Business Agent.

RULE 14. All shops signing this agreement are expected to pay weekly.

COHOES, CARPENTERS AND JOINERS.

[Terminating dispute of April 2-5, described in Table I, p. 66.]

Trade rules of the Carpenters' Joint District Council of Cohoes, N. Y.:

The following Rules to be in force April 1, 1906, to April 1, 1907:

Eight hours shall constitute a day's work, to begin at 8 A. M. and end at 5 P. M., except on Saturday, when work shall terminate at 4 P. M. Exception to this rule: If all men working in any shop so elect, they may start at work at 7:30 A. M., but must stop work at 12 o'clock, noon, on Saturday; and no more than 47 hours, maximum, shall be worked in any week as regular time. All shops going to work at 7:30 A. M., cannot work Saturday afternoon between the hours of 12 o'clock, noon, and 6 P. M.

The minimum rate of wages shall not be less than 35 cents per hour for all regular working hours up to April 1, 1907. Overtime to be paid at the rate of time and one-half, except for the time worked between the hours of 6 P. M. Saturday and 7:30 A. M. Monday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, for which double time shall be paid.

No Union carpenter shall work for any person or persons, not regularly engaged in the carpenter business, for less than 45 cents per hour upon any construction, repairing or alteration of any building, except such men as are employed the year around by firms or corporations not engaged in the construction or repairing of buildings.

All persons using carpenters' tools or working at carpenter work must carry the Quarterly Working Card of the District Council, and be subject to these rules. This includes apprentices, foremen, etc.

No Union carpenter shall work for more than two days with a Non-Union man without reporting the same to the Business Agent, and all persons using carpenters' tools without the Card will be considered Non-Union.

All members of the U. B. or A. S. of C. & J. coming into this District must apply to the Business Agent for a Working Card.

Should either party to this Agreement desire a change, notice must be given of the same on or before February 1, 1907.

P. S.—All employers signing these Trade Rules will be placed on the Fair List of the Building Trades' Council.

....., Employer.

....., Business Agent of D. C.

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DOBBS FERRY, PAINTERS AND DECORATORS.

[Reported by union as signed by three employers.]

Agreement made this first day of April, 1906, by and between Mr.
....., contracting painter, and Local Union No.
1054, Brotherhood of Painters, Decorators and Paperhangers of America:

ARTICLE I. Eight hours shall constitute a day's work, except Saturdays,
when work shall cease at 12 M.

ARTICLE II. The minimum rate of wages to be \$3.50 per day, double time
for overtime and holidays. No work to be done on Labor Day.

ARTICLE III. No union painter shall work more than two days with a non-
union man unless he signify his intention to join the Union.

ARTICLE IV. No union painter shall work for any person or persons not
regularly engaged in the painting business for less than 50 cents per hour,
and \$1.00 per hour for overtime or holidays.

The above agreement to take effect from April 1, 1906, to April 1, 1907.

.....,
Contractor.
.....,
Sec'y L. U. No. 1054.

ELMIRA, PAINTERS AND DECORATORS.

We, the undersigned Jobbers and Contractors, doing Painting, Decorating and
Paper Hanging, do agree that commencing April 1, 1906, and continuing
until April 1, 1907:

That eight (8) hours shall constitute a day's work for all men in our
employ.

We further agree to employ union men only, excepting in case of strangers,
when they will be entitled to work until the first meeting of Local Union No.
324, Brotherhood of Painters, Decorators and Paper Hangers of America.

Minimum wages to be \$2.50 per day for Paper Hangers and \$2.25 for
Painters.

All men working by the year not to receive less than \$2.25 per day.

No contract to be made for less than one year.

All contracts to be submitted to Local Union No. 324 for approval.

Wages to be forty-five (45) cents per hour for all over time, Sundays and
legal holidays.

Board and traveling expenses to be paid by employer on all out of town
work.

One apprentice to every shop or store where from one to five men are
employed.

.....
.....

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ITHACA, PAINTERS AND DECORATORS.

[Terminating dispute of March 1–April 9, described in Table I, p. 0.]

TRADE RULES OF L. U., 178, ITHACA, N. Y.

To whom it may concern: The Painters, Decorators and Paper-hangers, members of the above mentioned Local Union, represented in and a part of the Building Trades Council of Ithaca, N. Y., do hereby submit the following rules, and agreement, to take effect March 1, 1906, and the same to hold good for one year until March 1, 1907.

ARTICLE I. That all stock, tools, ladders, etc., to the amount of 25 lbs. or over shall be delivered on or near the job.

ARTICLE II. That all men working over-time shall be paid at the rate of time and one-half and double time for Sundays and Legal Holidays.

ARTICLE III. That no man who is a member of above mentioned L. U. shall be allowed to work with any non-union Painter.

ARTICLE IV. That eight (8) hours shall constitute a day's work.

ARTICLE V. That proper tools shall be furnished to perform all work.

ARTICLE VI. That no member shall take work by the day for less than contractors' scale for day work, nor work for any Master Builders other than Master Painters for less than Masters' Scale.

ARTICLE VII. That only one apprentice shall be allowed for every 10 journeymen actually employed.

ARTICLE VIII. That we receive a general advance of 15% over and above the present wage scale.

ARTICLE IX. That there shall be one pay day each week.

ARTICLE X. That all expenses, such as board and car fare, shall be paid by the contractor on all work outside of the city limits.

ITHACA, SHEET METAL WORKERS.

[Terminating dispute of October 2–7, described in Table I, p. 74.]

Memorandum of agreement entered into October 7, 1905, between the firms of Barr Brothers, Atlas Roofing Co., C. J. Rumsey & Co., and Treman, King & Co., party of the first part, and the Amalgamated Sheet Metal Workers' Local Union No. 26, of Ithaca, N. Y., party of the second part, and continues in effect until April 1, 1907, unless altered by the consent of both parties or continues as hereinafter provided.

FIRST. Parties of the first part agree to an advance of 25 cents per day to all Union workmen who have served three or more years, this advance to take effect January 1, 1906.

SECOND. Parties of the first part agree to employ only Union men, to pay time and one-half for overtime and double time for Sundays, holidays, and all night work after midnight.

THIRD. Parties of the second part agree to participate in no sympathetic strikes.

FOURTH. In case of any differences arising on a job, 24 hours written notice shall be given before calling the men from the job.

FIFTH. In case of differences, except on wages, each party shall choose a representative, the two shall choose a third, and the decision of the three shall be final.

SIXTH. Parties of the second part shall report for work morning and afternoon five minutes before the hour, shall be in their working clothes

and have their tools ready to begin work on the job on the hour. Workmen shall work the full eight hours, putting up their tools and doing similar things after the hour and if out on a job, unless the job is finished, they shall not quit work there until the hour of twelve or the hour of five.

SEVENTH. This agreement is to continue until April 1, 1907, and for each full year thereafter, unless changed as hereinafter provided. All changes each year shall be suggested on or before December 1st. Parties shall meet and arrange an agreement, and agreement as then made shall take effect the following April 1st. If no change is made in any year the agreement shall continue in effect for one following year longer.

EIGHTH. Nothing in this agreement is construed as interfering with the employer's freedom to let any employee go nor with the employee's freedom to leave his employer.

(Signed) BARR BROS.,
C. J. RUMSEY & Co.,
TREMAN, KING & Co.,
ATLAS ROOFING Co.,
Parties of the First Part.

Amalgamated Sheet Metal Workers' Local, No. 26.

By J. H. MOORE,
President.
CHAS. F. WARREN,
Secretary.
W. H. KLENKE,
G. B. LYON,
A. C. HULSE,
HARRY MASTERSON,
J. W. IRELAND,
Committee.

LITTLE FALLS, CARPENTERS AND JOINERS.

[Terminating dispute of April 2, described in Table I, p. 66, reported by the union as signed by all contractors.]

LITTLE FALLS, N. Y., April 2, 1906.

Articles of agreement made this day by and between the Contractors of the City of Little Falls, N. Y., as the party of the first part, and Local No. 591, Carpenters and Joiners, by their Committee whose names appear below, as party of the second part, witnesseth:

The party of the first part does hereby agree to adopt the eight hour working day, beginning on the 3rd day of April, 1906, and does further agree to an advance in wages as follows: Those workmen who are at present receiving 25 cents per hour shall hereafter receive 28 cents, and those workmen who are at present receiving 28 cents shall receive 31 cents; this agreement to be in full force and effect from April 3, 1906, to April 3, 1907.

.....,
Contractor.

M. E. MURPHY,
JAMES LAWYER,
A. E. COVILLE,
Committee.

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MIDDLETOWN, BRICKLAYERS AND MASONS.

[Reported by union as signed by six employers.]

MIDDLETOWN, N. Y.,, 1906.

Agreement between the Mason Contractors and the Bricklayers', Masons' and Plasterers' Union No. 68 of the City of Middletown, N. Y., to take effect April 1, 1906, and to continue in effect until April 1, 1907. It is hereby agreed,

FIRST. That the wages of the bricklayers and masons and plasterers shall be 55 cents per hour; 8 hours to constitute a day; that the hours of labor shall be from 8 A. M. to 5 P. M.

SECOND. That, except in cases of extreme necessity, no work shall be done before 8 A. M., and after 5 P. M. All work before and after shall be time and one-half, except holidays and Sundays, which shall be double time. The following are the legal holidays: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

THIRD. That the men shall receive their wages every week and not later than 5 P. M. Saturday.

FOURTH. That the men shall charge time while transferring from one job to another on the same day.

FIFTH. That this Union, either collectively or individually, shall not order any strike against the mason contractors, nor shall any member leave the work of a mason contractor before the matter in dispute is brought before a joint Arbitration Committee for settlement.

SIXTH. That laborers will not be allowed to do any part or parts of mason work whatever; neither shall laborers be allowed to place brick upon the wall.

SEVENTH. That delegates and stewards must not be interfered with while in the discharge of their duties as inspectors and protectors of Union laws.

EIGHTH. That all foremen over mason work shall be practical mechanics.

NINTH. That carfare, in addition to the regular scale of wages, on all out-of-town work shall be paid by the mason contractors.

TENTH. That all cement bottoms, sidewalks, and all washing-down and cleaning-down of mason work, shall be done by masons.

ELEVENTH. That a fair interpretation and exercise of the foregoing articles of this agreement shall be maintained by the members of Union No. 68, and no discrimination or improper concessions shall be made or granted to any contractor, but all shall be dealt with on an equal and fair basis.

MIDDLETOWN, BUILDING LABORERS.

Form of agreement adopted by Hod Carriers' Union, of Middletown, N. Y., No. 42, Hod Carriers and Building Laborers' International Union.

ARTICLE I.

SECTION 1. That eight hours shall constitute a day's work, and that all time exceeding one hour beyond the regular time for working hours, time and half time be allowed, and that double time be allowed for holidays and Sundays; that the rate for regular time be thirty (30) cents per hour.

SECTION 2. That the preparation and delivery of all material to the bricklayers and masons, whether done by hand or any other process, be

included in the trade rights of Union No. 42, including the mixing and handling of concrete on all buildings, trenches, cellars, floors or any other form in which it may be used, and all laborers employed in that capacity shall be members thereof.

SECTION 3. That Hod Carriers' Union No. 42 be allowed the right of their Business Agent to visit jobs during working hours and attend to business of the Union without expense or inconvenience to the employer, and that the holidays claimed by the Bricklayers' and Masons' Union No. 68 govern hod carriers likewise.

SECTION 4. That no member of No. 42 working for any employer included in this agreement shall leave any job before giving due notice to the employer or his representative, and all material to be ready at the proper hour for to start work.

SECTION 5. That in the excavation of buildings, digging of trenches, piers and foundation holes, members of No. 42 be given the right to perform such work in preference to other laborers at the prevailing rate of wages for such class of work.

SECTION 6. That no member of No. 42 shall prepare or deliver material in any form to any mason or bricklayer not recognized by Union No. 68, and where the employer sends bricklayers or masons to any factory or private concern on day or percentage work that Union hod carriers be sent to wait on them, when convenient, in their jurisdiction.

SECTION 7. That all labor troubles arising in the future between employers and Union No. 42, shall be settled by arbitration; and all work to proceed without stopping, pending adjustment. If, however, hod carriers cannot be found, the employer shall be given the right to employ men to carry on his work, providing the employer or his representative do not in any way discriminate against them joining the Union.

SECTION 8. That the above working rules go into effect on the first Monday in April, 1906, and continue in force until April 1, 1907.

G. H. HADDEN,
CRANE, GILES & Co.,
LEWIS & EDWARDS,
D. P. WAGER,
JOHN A. LOVELY,
Employers.

M. C. NOLAN,
EUGENE SLATER,
JAMES LANGAN,
Committee.

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MIDDLETOWN, CARPENTERS AND JOINERS.

[Reported by the union as signed by five employers.]

MIDDLETOWN, N. Y., March 8, 1906.

This agreement made this 6th day of March, 1906, by and between the Contractors and Builders of Middletown, N. Y., party of the first part, and Local Union No. 574 of Middletown, N. Y., United Brotherhood of Carpenters and Joiners of America, party of the second part.

Witnesseth: That the party of the first part does agree that on and after the 1st of April, 1906, to April 1, 1907, they will, and do by these presents agree to accept eight (8) hours as a day's work, and do further agree to pay the same rate of wages per day, that they are now paying for nine (9) hours, and parties of the first part do further agree not to employ any members of the N. B. of C. & J., for less than \$2.25 per day, excepting apprentices.

Local Union No. 574, United Brotherhood of Carpenters and Joiners of America, party of the second part agrees to abide by the foregoing statement and will not work for any contractor or contractors not agreeing to abide by the same; and Local Union No. 574, further agrees to class all contract work contracted prior to January 1, 1906, as old work, on which they agree to work eight (8) hours per day at the present rate until July 1, 1906.

Signed and sealed this 26th day of March, 1906.

MILLBROOK, PAINTERS AND DECORATORS.

Contract and agreement between Local 900, B. of P. D. & P. of A. and Boss Painters.

We, the undersigned, do hereby agree that the minimum rate of wages of Local 900, from April 1, 1906 to April 1, 1907, shall be \$2.50 per day and that nine hours shall constitute a day's work, also that men over the age limit the minimum rate of wages shall be \$2.25. Hours same as above, also agreed that one man known to both shops shall receive \$2 per day. Hours same as above.

GEO. A. BALL,
JAMES I. BALDWIN,
Contractors.

W. P. CHAMBERLIN,
F. KAUNE,
Committee, Local 900.

NEW ROCHELLE, CARPENTERS AND JOINERS.

[Reported by union as signed by forty-two employers.]

Agreement between the Contracting Carpenters of New Rochelle and vicinity and the New Rochelle District Council of the City of New Rochelle and vicinity, United Brotherhood of Carpenters and Joiners of America.

FIRST. That on and after May 1, 1906, the minimum rate of wages in this District shall be forty-eight (48c.) cents per hour, forty-four (44) hours per week.

SECOND. That the contracting carpenters shall agree to employ Union men.

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THIRD. That all carpenters working in this District shall be paid weekly on the job on or before 12 o'clock noon Saturday.

FOURTH. That no more than one apprentice shall be employed by a contractor or firm of contractors to every six journeymen employed on an average during the year.

FIFTH. No work to be done between the hours of 12 noon and 5 P. M. Saturdays. Eight hours to constitute a day's work on other working days of the week between the hours of 8 A. M. and 5 P. M. Overtime to be paid for at the rate of double time.

This agreement to continue in force until May 1, 1907.

Signed on behalf of District Council:

FRANK BRADY,
President.

JOHN MARTIN,
Secretary.

Signed on behalf of Contracting Carpenters:

JOHN N. THOMPSON,
President.

ALBERT J. SMYTHE,
Secretary.

NEW YORK CITY, BRICKLAYERS AND MASONS.

The Mason Builders' Association, of which Mason Builders' Local No. 1 is herein declared and understood to be a constituent part, hereby enters into the following Agreement with the Bricklayers' Unions, Nos. 1, 3, 4, 7, 9, 11, 29, 32, 33, 34, 35, 40, 41, 47, 53 and 72, of New York City and Long Island.

I.

That the wages of the Bricklayers from January 1, 1906, to January 1, 1908, be seventy cents per hour; the hours of labor to be from 8 A. M. to 5 P. M., exclusive of the noon hour, except on Saturdays, when the hours of labor shall be from 8 A. M. to 12 M. This Agreement shall expire on January 1, 1908.

II.

That these Unions, as a whole or single Union, shall not order any strike against the members of the Mason Builders' Association, collectively or individually; nor shall any number of Union men leave the works of a member of the Mason Builders' Association; nor shall any member of the said Association lock out his employees until the matter in dispute is brought before the Joint Arbitration Committee and settled.

III.

That no members of these Unions shall be discharged for inquiring after the cards of the men working upon any job of a member of the Mason Builders' Association, nor will the Business Agent be interfered with when visiting any operation where Bricklayers are employed.

IV.

Except when to leave the work would endanger life or property, no work shall be done between the hours of 7 and 8 A. M. and 5 and 6 P. M., nor on Saturdays from 12 M. to 6 P. M.

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All over-time shall be paid at double rate. Over-time means all time between 1 P. M. on Saturday and 8 A. M. on Monday; also all time between 5 P. M. and 8 A. M. on other days, and the secular days on which the following legal holidays are generally observed: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

V.

Members of the Mason Builders' Association must include in their contract for a building all cutting of masonry, interior brickwork, the paving of brick floors, the installing of concrete blocks, the brickwork of the damp-proofing system and all fire-proofing—floor arches, slabs, partitions, furring and roof blocks—and they shall not lump or sublet the installation, if the labor in connection therewith is bricklayer's work as recognized by the trade, the men employed upon the construction of the walls to be given the preference.

That all cutting of masonry be done by those best fitted for the work, and that the members of the Mason Builders' Association make the selection; but cutting of all brickwork, fire-proofing, terra cotta, concrete arches and partitions, as well as the washing down and pointing up of front brickwork and terra cotta, shall be done by bricklayers.

VI.

Each Bricklayer shall provide himself with a kit of tools, consisting of a trowel, brick-hammer, hand-hammer, level, plumb rule, bob and line and chisel, for which a suitable tool-house shall be provided for the exclusive use of bricklayers; and in addition a suitable tool-box shall be provided above the sixth floor in buildings of ten stories or more.

Bricklayers must be covered when work is in progress directly above them.

VII.

That the Bricklayers be paid every week before 12 M. Saturday; pay time to close the Thursday before pay day. In the event that the men are paid on Friday, they shall be paid before 5 P. M.

VIII.

When bricklayers are laid off for any cause, they shall, upon their request for payment of wages, be paid in cash or office order. An office order entitles a bricklayer to one-half hour's pay in addition to the amount due for work performed, and must be honored within one hour of the time of lay-off. When bricklayers are to be discharged, they must be notified during working hours, and must be paid at the job immediately. A violation of this rule entitles a bricklayer to compensation at working rates for the working time that elapses between the time of discharge and the time of receiving his money, provided the claimant remains at the job or office during all working hours until he is paid. When Saturday afternoon occurs in the elapsed time above mentioned, it shall be paid for at double rates up to 5 P. M. If a bricklayer is discharged at 8 A. M., he shall receive one hour in addition to the working time due. This does not apply to a lay-off.

IX.

That any member of these Unions, upon showing his card for membership, be permitted to go upon any job when seeking employment, unless notified by

a sign, "No Bricklayers Wanted;" and that employment be given exclusively to members of the Unions that are parties to this agreement. The Shop Steward or Business Agent shall determine who are members of these unions. It shall not be the duty of the foreman to ask any man to what Union he belongs. If the Shop Steward be discharged for inspecting the cards of the bricklayers on a job, or for calling the attention of the foreman to any violation of the Agreement, he shall be at once reinstated until the matter is brought before the Joint Arbitration Committee for settlement. The foreman must be a practical bricklayer.

X.

(No member of these Bricklayers' Unions shall work for anyone not complying with all rules and regulations herein agreed to.) No laborer shall be allowed upon any wall or pier to temper or spread mortar, which shall be delivered in bulk; said mortar to be spread with a trowel by the Bricklayers, who shall work by the hour only.

XI.

If a building shall be abandoned for any cause on which the wages of any members of these Unions are unpaid, no member of the Mason Builders' Association shall contract to complete the same until this debt is paid by the original or subsequent owner, or provided for in the contract. If a member of the Mason Builders' Association is prevented from carrying out his contract on a building, through insolvency of the owner, or any other cause, no member of these unions shall work on said building until the Mason Builders' contract has been equitably adjusted. Notice in writing, stating amounts in dispute, must be filed with the Secretary of the Mason Builders' Association within four weeks of the stoppage of work, giving full particulars, the Secretary to give proper notice to these Unions and their representatives at the beginning and ending of the question in dispute.

XII.

That the Joint Arbitration Committee meet on the fourth Thursday in every month, or at the call of the Chair on either side; and that the fourth Thursday in September, 1907, be a special meeting for the consideration of the yearly Agreement, which must be signed on or before January 1, 1908, on which date it shall take effect.

Any matter of mutual interest may be considered by this Committee.

XIII.

Notwithstanding anything apparently to the contrary in this Agreement, it shall be distinctly understood that any decisions of the General Arbitration Board of the Building Trades Employers' Association and the Unions, parties to the Arbitration Plan, shall govern in the matter of jurisdiction of trade.

It is mutually agreed by the parties hereto that the Arbitration Plan adopted at a conference held July 3, 1903, between the Board of Governors of the Building Trades Employers' Association and the representatives of the Labor Unions, with explanatory clauses as adopted by the joint conferences

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on April 22, 1905, is hereby made a part of this Agreement and binding on all parties thereto.

For Mason Builders' Association:

FRANK E. CONOVER, *Chairman*

P. J. CARLIN

WILLIAM CRAWFORD

JACOB ZIMMERMANN

THOMAS B. LEAHY

GEORGE J. WILLS

ELY GREENBLATT

CHAS. A. COWEN

F. J. KELLY, JR.

WILLIAM KENNEDY

C. CURTIS WOODRUFF

F. J. ASHFIELD

ARTHUR G. STONE

J. C. VREELAND

OTTO M. EIDLITZ

For Bricklayers' Union:

No. 41, FRANK R. HARPER, *Chairman*

No. 1, THOMAS H. SAMUELS

No. 3, RICHARD B. MOORE

No. 4, JAMES BIRCHALL

No. 7, JOSEPH DOODY

No. 9, DANIEL GUNDACKER

No. 11, WILLIAM KLIEN

No. 29, HARRY F. COLLINS

No. 32, HUGH BEGLEY

No. 33, LUKE A. BURKE

No. 34, SAM TOMLEY

No. 35, JOHN GRIX

No. 37, _____

No. 40, TIMOTHY SHEA

No. 47, CHARLES F. MCGINTY

No. 53, _____

No. 72, JAMES J. BROGAN

NEW YORK CITY, CARPENTERS AND JOINERS.

(a) BETWEEN MASTER CARPENTERS' ASSOCIATION AND JOINT DISTRICT COUNCIL OF GREATER NEW YORK.

[The trade agreement for 1906 reprinted below was modified by this agreement which terminated the dispute of May 1-June 15, described in Table 1 and Chapter IV.]

Substitute for Article VI in present agreement between the Master Carpenters' Association of the City of New York and the Joint District Council of Greater New York.

Borough of Manhattan: The minimum rate for inside men for shops shall be four dollars (\$4.00) per day.

The machine hands' pay for shop work shall be four dollars (\$4.00) per day.

Journeymen carpenters' pay for jobbing and work in buildings shall be four dollars and eighty cents (\$4.80) per day.

The pay for framers in buildings shall be four dollars and eighty cents (\$4.80) per day.

The above rates to go into effect July 1, 1906.

Borough of Bronx: The minimum rate for journeymen carpenters for jobbing and work in buildings shall be four dollars and fifty cents (\$4.50) per day.

The minimum rate for inside men in shops shall be three dollars and seventy-eight cents (\$3.78) per day, to go into effect at once.

The wages for shops in Queens, Richmond and Brooklyn, between July 1, 1906 and August 15, 1906, shall be three dollars and fifty-eight cents (\$3.58) per day.

From August 15, 1906 to January 1, 1907, the wages for shops shall be three dollars and seventy-eight cents (\$3.78) per day.

The above rates of three dollars and fifty-eight cents (\$3.58) does not apply to shops being run under Manhattan conditions.

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.301

The wages for outside men in Brooklyn from July 1, 1906 to August 15, 1906, shall be four dollars and thirty cents (\$4.30) per day.

From August 15, 1906 to January 1, 1907, the wages shall be four dollars and fifty cents (\$4.50) per day.

The wages for outside men in Queens between July 1, 1906 and August 15, 1906, shall be three dollars and eighty cents (\$3.80) per day.

From August 15, 1906 to January 1, 1907, the wages shall be four dollars (\$4.00) per day.

The wages for outside men in Richmond between July 1, 1906 and August 15, 1906, shall be three dollars and ninety cents (\$3.90) per day; and between August 15, 1906 and January 1, 1907, the wages shall be four dollars (\$4.00) per day.

The members of the above named Joint District Council agree not to work for any one not a member of the Master Carpenters' Association for a less rate per day than is specified in this article, and shall not handle any manufactured materials not permitted to be used by the members of the Master Carpenters' Association under the terms of this agreement.

It is agreed that carpenters working for any member of the Master Carpenters' Association, sent to work in any locality outside of the Borough of Manhattan, must be paid the wages of Manhattan Borough — four dollars and eighty cents (\$4.80) per day; but the members of the Master Carpenters' Association, doing work outside of the Borough of Manhattan, shall have the right of employing men at the prevailing rate of wages in that locality.

AMENDMENT TO ARTICLE VIII.

After the word "carpenters" in second line, insert the words "cabinet makers."

(Signed)

Master Carpenters Association:

G. W. LEWIS,	CHAS. JOHNSON,
J. H. MACDONALD,	LEWIS HARDING, <i>President.</i>
WM. J. SLOANE,	R. CHRISTIE, JR., <i>Secretary.</i>

Association Metal Covered Doors:

J. F. BLANCHARD,	M. F. WESTERGREN.
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Master League of Cement Workers:

H. C. TURNER.

Interior Decorators and Cabinet Makers:

ISAAC HERTS.

Parquet Flooring Association:

R. D. HAMILTON.

Com. Representing Joint District Council:

R. THOMPSON,	THOS. MCNABB,
JOS. CUMMINS,	E. H. NEAL,
THOS. KILLIN,	WM. FYFE.
J. J. MANNING,	

III.302 NEW YORK STATE DEPARTMENT OF LABOR.

Agreement made this 15th day of December, 1905, by and between the Master Carpenters' Association of the City of New York, party of the first part, and the Joint District Council of Greater New York, party of the second part.

OBJECT.

ARTICLE I. In order to prevent any strike or lockout, and to insure a peaceable adjustment and settlement of any and all grievances, disputes and differences that may arise between any employer in the Master Carpenters' Association and the mechanics affiliated with the Joint District Council of Greater New York.

Both parties to this agreement do hereby adopt as a basis of settlement, the Joint Arbitration Plan, approved at a Joint Conference of the Building Trades Employers' Association and Representatives of the various Unions on July 3 and 9, 1903, and revised and adopted on April 22, 1905, a copy of which is attached and made a part of this Agreement.

And they further agree that they will abide by any and all decisions of said arbitration as Associations, and use any and all lawful means in their power to compel their members to abide by said decisions.

In the event of the Joint Arbitration Committee failing to come to any agreement within three weeks after the filing of the complaint, it shall be submitted to the higher court, provided for in said Arbitration Plan.

ARTICLE II. That both parties to this agreement shall appoint a Committee of eight (8) members with full power to act for the Association and the Joint District Council, which shall form the Joint Arbitration Board provided for in the attached Arbitration Plan, to whom shall be referred all questions in dispute for adjustment, and also the drafting of a new agreement for the ensuing year, at least sixty (60) days prior to the expiration of this agreement.

Their names and addresses to be sent at once to the Secretary of the Master Carpenters' Association and the Secretary of the Joint District Council, whose duty it shall be to call them together for the purpose of organizing said Board (eleven members of which shall constitute a quorum for the transaction of business).

Both sides, at all meetings of said Board, shall have an equal number of votes on all questions, whether all their members are present or not; vote to be recorded by roll call, if requested.

Either side to have the privilege of calling the Board together when there is any question to be brought before it.

Twenty-four hours' notice to be given all members of said Board for any regular or special meeting.

All questions in dispute to be settled by a majority vote or decision of an Umpire.

ARTICLE III. Both parties shall at once, after the signing of this agreement, elect their two (2) general arbitrators provided for in the attached Plan of Arbitration.

PRINCIPLES ON WHICH AGREEMENT IS BASED.

ARTICLE IV. 1. That there shall be no limitation as to the amount of work a man shall perform during his working day.

2. There shall be no restriction to or discrimination against the use of

any manufactured material made by wood-workers, except non-union and prison-made. This shall not apply to any flooring or machine-planed timber or lumber, or to any manufactured material made by members of any regularly organized Wood-Working Union in existence at the time of the signing of this agreement, or signing of prior agreement of April 26, 1905.

3. That there shall be no restriction of the use of any machinery or tools.

4. That no person, except the Business Agent, shall have the right to interview the workmen during business hours. Shop or job stewards wishing to examine workmen's cards must do so before 8 A. M., between 12 and 1, or after 5 P. M.

5. That the use of apprentices shall not be prohibited, and they shall not be compelled to be members of any Union until their apprenticeship is completed. Said apprentice shall commence before he is eighteen (18) years of age and terminate in four years, and then he shall become a member of the Joint District Council. One apprentice to be allowed to every ten (10) carpenters, taken from average employment of carpenters the previous year.

6. The superintendent, also the shop and permanent foreman (who need not belong to any Union) shall be tried by and subject only to the decision of the Joint Arbitration Board for any cause whatsoever that may be brought against them while acting in that capacity. Definition of a permanent foreman is the man in charge of a job. He shall not use tools for more than ten per cent. (10%) of the time during the progress of the job over which he has charge, and there shall be but one permanent foreman on each job.

7. The journeymen shall have the privilege of working for whomsoever they may see fit, according to the terms of this agreement, and the employers be at liberty to employ or discharge whomsoever they may see fit, according to the terms of this agreement.

HOURS OF LABOR.

ARTICLE V. 1. That eight (8) hours shall constitute a day's work, between the hours of 8 A. M. and 5 P. M., for all week days except Saturday, when work shall stop at 12 o'clock noon, with four hours' pay for that day.

2. That double time shall be allowed for all work done on Saturday afternoon, Sunday, legal holidays and all overtime on the week days.

3. It is further agreed that no work shall be performed on Sunday or legal holidays except in cases of necessity or emergency, and that no work shall be performed on Saturday after the hour of 12 noon, unless notice be given to Secretary of Joint District Council prior to 10 A. M. on said Saturday, stating shop or building where work is to be performed and number of men required, when double time shall be allowed—the members of the Master Carpenters' Association and the Joint District Council thoroughly recognizing Saturday afternoon as a holiday.

The legal holidays referred to in this article are New Year's Day, Lincoln's Birthday, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day and Christmas Day.

ARTICLE VI.* The minimum rate for journeymen carpenters' pay for shop work shall be four dollars (\$4) per day.

* Substitute article adopted June 15, 1906; see p. 300, *ante*.

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The machine hands' pay for shop work shall be four dollars (\$4) per day.

The journeymen carpenters' pay for jobbing and work in buildings shall be four dollars and eighty cents (\$4.80) per day.

The pay for framers in buildings shall be four dollars and eighty cents (\$4.80) per day.

The members of the above-named Joint District Council agree not to work for any one not a member of the Master Carpenters' Association for a less rate per day than is specified in this article, and shall not handle any manufactured material not permitted to be used by the members of the Master Carpenters' Association under the terms of this agreement.

That the rate of wages to apply to the Borough of Manhattan only, but the proportionate increase per hour applies to all Boroughs represented in the Joint District Council; and carpenters working for any member of the Master Carpenters' Association, sent to work in any locality outside of the Borough of Manhattan, must be paid the wages of Manhattan Borough, four dollars and eighty cents (\$4.80) per day. But the members of the Master Carpenters' Association doing work outside of the Borough of Manhattan shall have the right of employing men at the prevailing rate of wages in that locality.

The above scale to go into effect July 1, 1906; the present scale to remain in force until that date.

ARTICLE VII. All questions as to the jurisdiction of trade or violations of agreement shall be referred to the Joint Arbitration Board for adjustment, and, if failing to agree, shall by them be referred to the higher court of arbitration provided for in the attached Arbitration Plan and settled.

ARTICLE VIII. *This agreement shall only apply to mechanics in the carpenter trade known as carpenters, stair builders, framers, machine hands, and not to laborers. The members of the Master Carpenters' Association may employ unskilled labor to carry in, unpack and distribute materials about the buildings, but said unskilled labor shall not be employed to cut up or put up any of said materials, or set any window frames, build any bridges and fences, or make or set any centers (except for flat floor arches), the same being strictly carpenters' work.

ARTICLE IX. That any member of the Joint District Council, upon showing his card of membership, be permitted to go upon any job controlled by a member of the Master Carpenters' Association, when seeking employment, unless notified by sign, "No Carpenters Wanted."

ARTICLE X. When carpenters are discharged they shall upon their request be paid in cash or office order. (An office order entitles a carpenter to one-half hour's pay in addition to the amount due.) If a man is kept waiting at the employer's office beyond the one-half hour specified, he shall be paid for that time.

ARTICLE XI. The Joint Arbitration Board shall meet on the first Thursday of each month, or at the call of the Chair on either side, and the first Thursday in November shall be a special meeting for the consideration of the yearly agreement, which must be signed on or before the fifteenth day of December, to go into effect on January 2d, of the following year.

If a building shall be abandoned for any cause, on which the wages of Joint District Council Carpenters are unpaid, no member of the Master Carpenters' Association shall contract to complete the same until such debt

* Amended by agreement of June 15, 1906; see p. 301, *ante*.

is paid by the original or subsequent owner, or provided for in the new contract. If a member of the Master Carpenters' Association is prevented from carrying out his contract on a building through the insolvency of the owner, or any other cause, no Joint District Council Carpenter shall work on said building until the Master Carpenters' contract or claim has been equitably adjusted.

Notice in writing, stating amounts in dispute, must be filed with the Secretary of the Master Carpenters' Association and the Secretary of the Joint District Council within two (2) weeks of the stoppage of the work, giving full particulars; the Secretaries to give proper notice to the Joint District Council and Master Carpenters' Association and their representatives at the beginning and ending of the question in dispute.

ARTICLE XII. That if the courts of the State or City of New York should decide that any clause in this agreement should be unconstitutional or illegal, it shall not invalidate the other portions of this agreement, but that any such clause or clauses shall be stricken out.

ARTICLE XIII. It is agreed by the parties that this agreement shall be in force between the parties hereto until December 31, 1906.

On behalf of the Master Carpenters' Association:

GEORGE W. LEWIS,
LEWIS HARDING,
EMIL W. KLAPPERT,
J. H. MACDONALD,

JOHN H. CARL,
H. STEVENSON,
JOHN A. SINCLAIR,
CHARLES JOHNSON,

HUGH GETTY, *President.*

ROBT. CHRISTIE, JR., *Secretary.*

On behalf of the Joint District Council of Greater New York:

CHAS. A. JUDGE,
ALEX'B NICOL,
WM. LEARMONTH,
F. N. YARRINGTON,

PHILIP GIBBINS,
E. H. NEAL,
GEO. D. GAILLARD.

WM. WOOD, *President.*

D. F. FEATHERSTON,
Secretary-Treasurer.

(b) BOROUGH OF MANHATTAN.

Agreement entered into this second day of July, 1906, by and between , employing carpenter and builder, and the Joint District Council of Greater New York, to wit:

That the undersigned hereby agrees that the minimum rate of wages for all carpenters in his employment in the Borough of Manhattan is as follows:

The pay for carpenters, wherever employed, shall be four dollars and eighty cents (\$4.80) per day for eight (8) hours.

The working hours to be from 8 A. M. to 12 noon and from 1 to 5 P. M., except on Saturday, when work shall stop at 12 noon.

That double time shall be allowed for all overtime and work done on Sundays and legal holidays.

That carpenters sent to work in any borough outside of the above

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mentioned, shall be paid the wages of Manhattan Borough, four dollars and eighty cents (\$4.80) per day for eight (8) hours.

Signed:.....

Address:.....

WITNESSED BY:

.....
.....

(c) BOROUGH OF THE BRONX.

To the Employers of Carpenters in the Borough of the Bronx:

GENTLEMEN.—We hereby notify you that on and after May 1, 1906, the minimum wages for carpenters in the above mentioned borough shall be as follows:

Four dollars and fifty cents (\$4.50) per day for eight hours, or fifty-six and one quarter cents per hour.

The same to be paid weekly on or before 12 o'clock noon Saturday.

Working hours to be between 8 A. M. and 5 P. M.

No work under any condition to be executed between the hours of 12 o'clock noon and 5 P. M. Saturday.

Overtime and work on Sundays or legal holidays to be paid for at the rate of double time.

Only one apprentice allowed to every ten mechanics employed.

Should the above conditions meet your approval, kindly sign name and forward to the Bronx office, 3309 Third ave., City, on or before May 1st.

The undersigned hereby agrees to the above conditions.

Signed:.....

Address:.....

Joint District Council U. B. of C. & J. of A. & A. S. of C. & J.

(d) BOROUGH OF QUEENS.

[Reported by union as signed by 120 employers.]

Know all men by these presents, that a contract has been made and concluded to govern employment of carpenters in the Borough of Queens, this first day of April, nineteen hundred and six, by and between the Joint District Council of the United Brotherhood of Carpenters and Joiners of America and Amalgamated Society of Carpenters and Joiners, parties of the first part, and, Employing Carpenter and Builder, party of the second part.

Said party of the second part hereby agree to employ carpenters belonging to and represented by said party of the first part and comply with these specifications for one (1) year from date of this contract.

SPECIFICATIONS.

FIRST. Forty-four hours (44) to constitute one (1) weeks work, said work to cease at 12 o'clock noon on each and every Saturday of the year.

SECOND. Each and every Monday, Tuesday, Wednesday, Thursday and Friday, the working hours agreed to are eight (8) per day between 8 A. M. and 5 P. M., and Saturdays four (4) hours from 8 A. M. to 12 M. No carpenter-work to be performed between the hours of 12 M. and 5 P. M. Saturdays.

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THIRD. The minimum rate of wages shall be four dollars (\$4) per day, both inside and outside.

FOURTH. The wages to be due and paid at the job or shop on or before 12 M. on each and every Saturday in the year.

FIFTH. For work done on Sundays, holidays and all overtime it is hereby agreed that double the minimum rate of wages will be paid. Legal holidays are: New Year, Lincoln and Washington's Birthdays, Memorial Day, Independence Day, Labor Day, Election, Thanksgiving and Christmas Days, and any other day declared a legal holiday by the President of the United States or Governor of the State of New York. No work under any condition shall be performed on Labor Day; any holiday falling on Sunday to be observed the following Monday.

SIXTH. Business Agents representing said party of the first part may visit all jobs or shops when said agents may deem such visits necessary.

SEVENTH. No other party, individual or organizations of carpenters are to be employed in company with said carpenters mentioned in this agreement without full consent of party of the first part.

EIGHTH. No party of the first part shall lump contract or subcontract work of any description.

NINTH. Should party of the second part not be able to carry out his contract on a building through the insolvency of an owner or any other cause, no member shall work on said building until the employer's contract has been equitably adjusted.

And for the true, faithful performance of each and every one of these agreements the parties of these presents bind themselves, and each of them unto the other. From the first Monday in April, nineteen hundred and six, until the first Monday in April, nineteen hundred and seven, when a notice of three months prior to these dates will be sent to the parties of the second part if a change in this agreement should be desired.

In witness thereof, The parties to these presents have hereunto set their hands this day of, 1906.

..... Carpenter and Builder, second part
representing this Joint District Council of U. B. of C. and J. of A. & A. S.
of C. & J., first part.

(e) BOROUGH OF RICHMOND.

STATE OF NEW YORK,

COUNTY OF RICHMOND,

Borough of Richmond,

A. D. 1906.

KNOW ALL MEN BY THESE PRESENTS; That a contract has been made and concluded this 1st day of May, nineteen hundred and six, by and between the Joint District Council of the United Brotherhood of Carpenters and Joiners of America and Amalgamated Society of Carpenters and Joiners, parties to the first part, and Master Builders' Association, Employing Carpenters and Builders, parties to the second part.

Said party of the second part hereby agree to and with the said party of the first part, to employ carpenters belonging to and represented by said party of the first part, and comply with these specifications for one (1) year from date of this contract.

SPECIFICATIONS.

FIRST. Forty-four (44) hours to constitute one (1) week's work, said work to cease at 12 o'clock noon on each and every Saturday for the year.

SECOND. Each and every Monday, Tuesday, Wednesday, Thursday and Friday, the working hours agreed to are eight (8) per day between 8 A. M. and 5 P. M., and Saturdays four (4) hours, from 8 A. M. to 12 M. No carpenter work to be performed between the hours of 12 M. and 5 P. M. Saturdays.

THIRD. The minimum rate of wages shall be fifty cents (50c.) per hour.

FOURTH. (If more than three (3) men working on said job.) The wages to be due and paid at the job on or before 12 M. on each and every Saturday in the year.

FIFTH. The work done on Sundays, holidays and all overtime: it is hereby agreed that double the minimum rate of wages will be paid. Legal holidays are: New Year, Lincoln's and Washington's Birthdays, Memorial Day, Independence Day, Labor Day, Election, Thanksgiving, Christmas, and any day declared a legal holiday by the President of the United States or Governor of the State of New York. No work under any condition shall be performed on Labor Day. Any holiday falling on Sunday to be observed the following Monday.

SIXTH. Business Agents representing said party of the first part may visit all jobs or shops when said agents may deem such visits necessary.

SEVENTH. No other party, individual or organization of carpenters are to be employed in company with said carpenters mentioned in this agreement without full consent of party of the first part.

EIGHTH. No party of the first part shall lump, contract, or subcontract work of any description.

NINTH. For the true, faithful performance of each and every one of these agreements the parties of these presents bind themselves, and each of them unto the other, from the first Monday in May, 1906, until the first Monday in May, 1907, when a notice of three (3) months prior to these dates will be sent to the parties of the second part of a change in this agreement, should be deserved.

In witness whereof, the parties to these presents have hereunto set their hands this 1st day of May, 1906.

....., Carpenter and Builder, second part.....
.....
.....
Representing this Joint District Council of U. B. of C. and J. of A. and the A. S. of C. and J.

.....
.....
Witnesses.

NEW YORK CITY, COMPRESSED AIR WORKERS.

[Reported by union as signed by five employers.]

*An agreement made and entered into by and between the firm of
and the International Compressed Air Workers of America.*

WITNESSETH: That the parties hereto agree to and with each other as follows:

FIRST. That from the first day of May, 190.. to May, 190.., all labor performed on legal holidays and Sundays shall receive 50 per cent. extra per day.

SECOND. That the minimum rate of wages for pressure men shall be up to 25 pounds of air, \$3.50 for all men except machine runners who shall receive \$3.75 per day of eight hours with thirty minutes for lunch on top. Foremen to receive \$4.50 per day and assistant foremen, \$4.00.

From 25 lbs. to 32 lbs., two 3 hours watches, \$3.75.

From 32 lbs. to 38 lbs., two 2 hours watches, \$3.75.

From 38 lbs. to 42 lbs., two 1 hour and 30 minutes watches, \$4.00.

From 42 lbs to 46 lbs., two 1 hour watches, \$4.00.

From 46 lbs. to 50 lbs., two 45 minute watches, \$4.25.

THIRD. No lock should exceed 500 feet from the heading.

FOURTH. At no time shall less than two air locks be in use if the space will allow.

FIFTH. With the variation of no less than 10 pounds of air.

SIXTH. All employees shall be paid on Saturday of each week up to and including the previous Thursday.

SEVENTH. That the firm of agree to employ only members of the I. C. A. W. U. of A., or such others as will be recognized by them throughout the United States.

EIGHTH. Any dispute that may arise, notice shall be given in writing within 24 hours by the parties aggrieved, stating fully what said grievance is.

Upon the failure of the parties notified to adjust the said dispute, the same shall be submitted to arbitration.

NINTH. All disputes to be arbitrated by a joint board of arbitration consisting of three persons selected by the firm of with three members of the I. C. A. W. U. of A. This board failing to agree, shall select an umpire whose decision shall be final and binding on both parties.

TENTH. That a dressing-room with hot water, soap and towels and coffee (made without steam) be furnished the men on leaving tunnel; the temperature of said room to be regulated to the weather.

ELEVENTH. Also a day and night man to take care of said room.

TWELFTH. In case any employee is required to work outside, ample time will be given to change clothes after leaving tunnel.

THIRTEENTH. That all foremen of the I. C. A. W. U. of A. have the privilege of hiring their own men.

FOURTEENTH. That this agreement is to continue in force from the first day of and if any change is contemplated by either party, notice in writing shall be given by the parties desiring such change, stating fully what the proposed change is, at least three months prior to the expiration of this agreement.

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NEW YORK CITY, DECORATIVE GLASS WORKERS.

[Signed August 17, 1905.]

AGREEMENT.

FIRST. This agreement will run from the date of signing until September 4, 1908.

SECOND. In case either party shall desire a change or changes to be made at the expiration of the agreement, they shall give notice of such proposed change or changes to the other party three months before the expiration of the agreement, but a decision must be arrived at fifteen days previous to the expiration of this agreement.

THIRD. The Decorative Glass Workers' Protective Association will use their best endeavors to see that the hours of labor, rates of wages, and conditions decided upon, shall be enforced in every shop in Greater New York and vicinity.

FOURTH. The hours of labor in all shops shall be 49½ hours per week from the date of signing until September 4, 1906.

Forty-eight hours per week from September 5, 1906, until September 4, 1907.

Forty-eight hours per week from September 5, 1907, until September 4, 1908.

FIFTH. Section A. All overtime (except traveling) shall be paid for at the rate of time and a half, except Saturdays after 12 o'clock noon, Sundays, all legal holidays, and time after 11 P. M., which shall be paid for as double time. Legal holidays are as follows:

New Year's Day, January 1st.

Lincoln's Birthday, February 12th.

Washington's Birthday, February 22d.

Decoration Day, May 30th.

Fourth of July.

Labor Day.

Election Day.

Thanksgiving Day.

Christmas Day.

Should any legal holiday fall on a Sunday, then the following Monday shall be accounted the holiday.

Section B. When setters are sent out of the city at the end of the week necessitating travel on Saturday afternoon or Sunday, they shall be paid single time up to five o'clock.

When sent out any night necessitating travel after working hours setters shall be paid single time until they reach their destination, if a sleeper is not provided.

On returning from work to the city arriving on the same day, setters shall be paid single time for the time taken to reach the railroad station in New York.

Traveling between jobs, single time shall be paid only during working hours.

Section C. All outside work, traveling and living expenses, shall be paid for by the employer. In case of long distance local helpers may be hired, but should any assistant mechanic be required he must be a Union man, if there are any in the place.

Section D. In regard to the setting of outside work, it is understood that it must be set by a member of the Decorative Glass Workers' Protective Association. He may be allowed the use of one helper if so desired by his employer, it being fully understood that the preference shall be given to the apprentice.

SIXTH. The minimum rate of wages shall be \$18 per week.

SEVENTH. The Decorative Glass Workers' Protective Association will refuse to handle any work not made by Union help in the following branches:

Cutting, lead and metal glazing.

Cutting, copper glazing, globes and shades.

Cutting and setting glass mosaics.

Cutting and glazing decorative glass for walls and ceilings.

And all preliminary work connected with any of the foregoing branches.

EIGHTH. The cementer (or helper) of each shop (who has done this work prior to the signing of this agreement) will be allowed to set lights in sash in that shop, and an apprentice will be allowed to set a small light outside of the shop, when his employer so desires.

NINTH. Each apprentice shall be registered on the books of both associations and not more than one apprentice shall be allowed to every five men in each shop, the number to be based upon the average number of men employed in each shop during the year prior to the employment of any new apprentice.

TENTH. No boy shall be apprenticed under 15 or over 17 years of age.

ELEVENTH. The term of apprenticeship shall be five (5) years, wherein an apprentice shall be taught the art of, and all details of decorative glass work as done in the shop he is apprenticed in. It being understood that one year or more shall be devoted to cutting during his apprenticeship, so that at the expiration of his term of apprenticeship he will be enabled to qualify as an efficient, and experienced worker.

TWELFTH. An employer considering the apprenticing of a boy, shall put him to the bench for one year on probation. If during, or at the expiration of that time, he proves himself incompetent or misbehaves himself, he may be discharged. If, on the other hand, the boy shows himself possessed of some ability or average intelligence and the employer retains him over the period of one year, he shall be registered as an apprentice and the one year of probation shall be counted as one year of his apprenticeship. Employers shall have the right to discharge apprentices at any time for cause approved by the Joint Arbitration Board and to fill the vacancies so caused with new apprentices.

THIRTEENTH. No boy shall be allowed to leave the shop in which he starts to work, to obtain employment in any other shop during his term of apprenticeship.

N. B. This clause is subject to the decision of the Arbitration Board that apprentices must be employed so long as there is any work to do, and that the Secretary of the Decorative Glass Manufacturers' Association be notified when the apprentice is to be laid off so he can be allowed to work in another shop.

FOURTEENTH. Section A. Each apprentice upon entering the trade shall receive not less than \$3 per week and his wages shall be increased not less than 50 cents every six months for the first two years.

Beginning the third year, he shall receive not less than \$6 per week for six months and not less than \$7 per week for six months following; the fourth year not less than \$8 per week for six months, and not less than \$12 per week for the balance of his apprenticeship during which period of five (5)

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years he shall attend to his work industriously, and after thus fulfilling his part of the contract he shall be entitled to rank as a journeyman.

Section B. Every apprentice, at the expiration of his five years' apprenticeship, shall pass an examination and be declared a qualified workman, before being allowed to obtain work in any shop. Such examination shall be held by a committee of the Decorative Glass Manufacturers' Association and the Decorative Glass Workers' Association, it being understood that the committee of the Decorative Glass Workers' Association must be selected from the men working in the shop with the apprentice to be examined.

SIXTEENTH. There shall be a standing committee composed of an equal number of representatives of the Glass Manufacturers' Association and the Glass Workers' Association to which any case of dispute in the individual shop shall be referred, and both parties to the dispute shall abide by the decision of such committee. In case of no agreement being reached, by the Arbitration Board, an impartial party shall be chosen by the joint committees to act as an umpire, whose decision must be considered final.

SEVENTEENTH. The Decorative Glass Manufacturers' Association agree to employ none but members of the Decorative Glass Workers' Protective Association (a current quarterly working card to determine membership), and the Decorative Glass Workers' Protective Association agree not to work for any manufacturer who does not carry out the conditions of this agreement.

EIGHTEENTH. Any questions not mentioned in the agreement affecting the welfare of the trade must be referred to the Arbitration Committee and final action must be taken on the same immediately.

BOND THOMAS, <i>Pres. D. G. M. Ass'n.</i>	JOHN L. TREYBAL, <i>Rec. Sec. D. G. W. Pro. Ass'n.</i>
WITNESS: MATTHEW F. WALSH.	WITNESS: FRED W. SOMERSET.
MONTAGUE CASTLE, <i>Sec. D. G. M. Ass'n.</i>	WITNESS: PETER BELL.
WITNESS: JOHN WITTMAN.	F. S. LAMB, <i>Pres. D. G. W. Pro. Ass'n.</i>

NEW YORK CITY, ELEVATOR CONSTRUCTORS AND MILLWRIGHTS.

*This agreement, made the day of 190..., between
.....
of the City of New York, State of New York, Party of the first part,
and The Elevator Constructors' and Millwrights' Union No. 1, of New
York and Vicinity, a voluntary Association of more than seven persons,
acting through its president, Joseph Murphy, and his successors in office,
party of the second part.*

WITNESSETH, That in consideration of the mutual promises hereinafter contained, the parties hereto hereby covenant and agree as follows:
The party of the first part agrees that on and after the first day of January, 1906, all workmen in the employ of the said party of the first part, outside, either on repairs, wrecking or new work, in the Borough of Manhattan, City of New York, and within a radius of 25 miles thereof, shall be members of the Elevator Constructors' and Millwrights' Union No. 1, of New

York, and shall work according to the following rules, which rules are included in and form a part of this agreement.

FIRST: That on and after the said first day of January, 1906, the working day shall consist of eight hours, except on Saturday, when it shall consist of four hours. Each day's work of eight hours is to be performed between the hours of 8 o'clock in the forenoon and 5 o'clock in the afternoon and 12 o'clock noon. The said working days shall be known as regular time of 44 hours per week. All work performed between the hours of 5 o'clock in the afternoon and 8 o'clock in the forenoon, on any Sunday, on any legal holiday, or after 12 o'clock on any Saturday, shall be known as overtime, and shall be paid for at double rate of regular time. All overtime to commence not later than 9 o'clock P. M.

SECOND: The regular time shall be paid for at the rate of 56¼ cents per hour, or (\$4.50) per day for mechanics, and 37½ cents per hour, or (\$3.00) per day for helpers.

THIRD: That eight hours shall be carried on tally and time sheets, and the men are to be paid for any fraction of a day at the rate of eight hours per day.

FOURTH: That the workmen shall be paid on the job, or at the office, on the time of the party of the first part.

FIFTH: That the number of helpers on any job shall not exceed the mechanics, except for the purpose of handling material.

SIXTH: That the party of the first part shall supply all necessary tools to be used on Iron Work.

SEVENTH: That all workmen working outside of the Boroughs of Manhattan, Brooklyn and the Bronx, or the Cities of Hoboken or Jersey City, shall leave on the train or boat nearest to 8 o'clock A. M., time and expenses to be paid by the party of the first part.

EIGHTH:- That the party of the first part may employ apprentices, provided, however, that the number of such apprentices shall not exceed one to every five mechanics in the employ of the party of the first part. No apprentice so employed shall be over the age of 18 years at the commencement of his employment. The wages of each apprentice shall be \$1.50 per day. After three years' employment each apprentice shall take out a helpers' card.

The party of the first part further agrees that the following work shall be performed only by Elevator Constructors' and Millwrights' Union No. 1: All Millwright work complete. All elevator work used in any manner for the complete and safe operation of the elevator; the assembling of all elevator machinery, to wit: all hydraulic parts, steam, electric, belts, compressed air or hand power; also assembling and building escalators, the assembling of all cars complete; putting up of all guides, either of wood or iron, the setting of all tanks, whether pressure, open or pit tanks; the setting of all pumps; where pumps arrive on any job in parts that are to be assembled by members of the said Union, all electric work connected with the cars, machinery and hoistways, and wire from switch in meter-room to control; all overhead work either of wood or iron, and necessary blocking under same; the setting of all templets; all automatic gates, all indicators except electrical; all foundations, either wood, iron or concrete that would take

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the place of masonry; the digging and sinking of all holes and setting of all cylinders and pistons for plunger elevators; the lowering and handling of all material used in the construction of elevators and escalators; the care of all pumps, the running of all temporary cars in buildings in course of erection. It is agreed the concrete foundations may be sub-let.

It is Agreed, that in case the setting of pit tanks, automatic gates or concrete foundations are to be included in the elevator contract, the work shall not be claimed by the Elevator Constructors, and in the event of controversy with any other trade as to the proper jurisdiction of these three items, the same shall be referred to General Arbitration Board of the Building Trades Employers' Association for final settlement by arbitration.

The party of the second part agrees to work for the party of the first part pursuant to the working rules hereinbefore set forth and forming part of the agreement.

It is mutually agreed by the parties hereto, that the Arbitration Plan adopted at the conference held April 22, 1905, between the Board of Governors of the Building Trades Employers' Association and the representatives of the Labor Unions, is hereby made a part of this agreement and binding on all parties hereto.

And it is hereby mutually agreed, that no change in wages, nor in the number of hours constituting a day's work, shall be asked for by either party unless such change is to take place on the first day of January, 1906, but the party asking for such change shall first give notice to the other party, in writing, on or before the first day of July preceding the said first day of January.

No discrimination shall be made against any members of the said Union. All communications intended to be forwarded to the said Union by the party of the first part shall be sent to the Manager, Superintendent or other Executive of the said party of the first part.

The agreement shall continue in full force and effect from the first day of January, 1906, until the first day of January, 1908, both dates inclusive.

In witness whereof the parties hereunto subscribed their names and affixed their seals the day and year first above written.

Signed, sealed and delivered, in presence of.

..... (L. S.)
.....
..... (L. S.)
.....

NEW YORK CITY, EXCAVATORS AND ROCKMEN.

[Reported by union as signed by seventeen employers and agreed to by Contractors' Association.]

Agreement made and entered into this 30th day of April, 1906, between the Rockmen's and Excavators' Protective Union, Local No. 10631 and No. 10630 of the American Federation of Labor, parties of the first part, and the firm of, party of the second part.

FIRST: The party of the second part agrees to employ none but members in good standing of the parties of the first part.

SECOND: The parties hereto agree that on and after the signing of this

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agreement that the wages for the Rockmen shall be twenty-eight (\$.28) cents per hour, and time and a half for overtime, Sundays and legal holidays, and the rate for excavators shall be twenty (\$.20) cents per hour, and time and a half for overtime Sundays and legal holidays.

THIRD: The parties hereto further agree that eight (8) hours shall constitute a day's labor on all public works, and nine (9) hours on all other works.

FOURTH: The parties hereto agree that the day's work shall begin at seven (7) A. M.

FIFTH: The party of the second part agrees to permit the shop-steward, business agent, or representative of the parties of the first part to talk to the men at any time it may be deemed necessary.

SIXTH: The party of the second part agrees to pay the wages of the men employed, *on the job every two weeks*, and before the expiration of the working hours of the day, holding back no more than two days' pay.

SEVENTH: The party of the second part agrees, that when any employee is discharged, that employee will, during the day or on his discharge, receive the wages due him.

EIGHTH: The party of the second part agrees not to discriminate against the men wearing the emblem of the Rockmen's and Excavators' Unions.

NINTH: The parties of the first part agree not to work for any contractor, builder or any other person, who may owe the party of the second part any moneys for excavations or rock-work, but no action in such cases shall be taken by the parties of the first part, until the party of the second part has submitted evidence concerning the claim.

TENTH: This agreement to go into full force and effect immediately and terminate on the 30th day of April, 1907.

.....,
As President of the parties of first part.

.....,
Party of the second part.

Signed in the presence of:

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.....
.....
.....

NEW YORK CITY, HOUSE SHORERS AND MOVERS.

[Reported by union as signed by twenty-two employers.]

Agreement between the House Movers' and Shorers' Association and the United House Shorers' Movers' and Sheath Pilers' Union of Greater New York — Local No. 7417, A. F. of L.

ARTICLE I. This agreement entered into this first day of August, 1906, between the House Movers' and Shorers' Association, to be known hereafter as the party of the first part, and the United House Shorers', Movers', and Sheath Pilers' Union of Greater New York, Local No. 7417, A. F. of L., to be known hereafter as the party of the second part.

ARTICLE II. The party of the first part agrees to employ only members of the party of the second part, on the following work, to wit: all house-

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shoring, sheath-piling of banks for the protection of highways, sheath-piling of pier-holes and trenches for the foundations of buildings; bracing old or new walls, raising and lowering of floors and roofs, building overhead and passenger bridges, gangways and platforms; putting buildings on posts; wedging walls with wedges; house-moving; shoring of elevated, surface, and subway roads; under-pinning of walls with tubes with hydraulic and screw jacks.

It being mutually agreed that the handling of all material from and to and in yards and on jobs that has been or is to be used to accomplish any of the work stipulated in these articles, shall be construed as work belonging to the parties of the second part; and it is also agreed that derricks can be used to hoist material, and that the yard men and teamsters are not included in this article.

ARTICLE III. The hours of labor shall be from 8 A. M. to 5 P. M., with one hour at mid-day for lunch, except on Saturday, when the hours of labor shall be from 8 A. M. to 12 noon; any member of the party of the second part being ordered to work before or after said hours shall receive time and one-half for working days; and double time for Sundays and specified legal holidays, to wit: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

ARTICLE IV. All foremen shall be practical shorers and members of the party of the second part; but with the understanding that the employers shall have the right to make arrangements with their foremen for a term of service, provided they shall pay not less than the rate of pay to foremen established in this agreement, and that there shall be a foreman employed on all jobs where three or more men are at work, but this article does not include that a foreman shall be required on a job which does not exceed one day's work.

ARTICLE V. The minimum scale of wages of foremen shall be 56¼ cents per hour from August 1, 1906, to December 31, 1908. The minimum scale of wages of journeymen shall be 42 cents per hour from August 1, 1906, to May 1, 1907, and 43¾ cents per hour from May 1, 1907, to December 31, 1908. The minimum scale of wages for helpers shall be 33½ cents per hour from August 1, 1906, to December 31, 1908.

ARTICLE VI. It being mutually agreed that the party of the first part be allowed helpers; said helpers to be under the jurisdiction of the trade board; but not more than one helper shall be allowed to every four journeymen employed on any job, as long as the party of the second part can supply journeymen to the employer.

ARTICLE VII. If at any time the party of the second part cannot supply enough journeymen to the party of the first part, the party of the first part shall have the privilege of employing others not members of the Union of the party of the second part, and only then, until such time as the party of the second part can supply journeymen to meet the demand of the party of the first part.

ARTICLE VIII. In all cases the party of the second part reserves the right as to who shall become members of the Union.

ARTICLE IX. It being further agreed that wages due the party of the second part from the parties of the first part in all cases shall be paid weekly on the job before noon on Saturday, or when work ceases, and if said

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Saturday should fall upon a holiday the wages due shall be paid the preceding day. Failure on the part of the parties of the first part to comply with this article shall be sufficient cause for the party of the second part to cease work.

ARTICLE X. There shall be a trade board of representatives of each side with power, which board shall be duly organized and shall settle all disputes arising in the trade. If the board fails to agree the matter in dispute shall be referred to an umpire, whose decision shall be final and binding.

ARTICLE XI. This agreement to remain in force August 1, 1906, to December 31, 1908, and if there is to be any change in the next agreement by either parties there shall be six months' notice in advance before the expiration of this agreement.

Signed by the party of the first part:

.....
.....

Signed by the party of the second part:

.....
.....

Dated this 1st day of August, 1906.

NEW YORK CITY, INSULATORS AND ASBESTOS WORKERS.

LEAGUE OF HEAT AND COLD INSULATION AND NATIONAL ASSOCIATION OF HEAT, FROST, GENERAL INSULATORS AND ASBESTOS WORKERS, LOCAL NO. 12.

This agreement, made and entered into this 8th day of June, 1906, by and between the New York Heat and Cold Insulation, party of the first part and the National Association of Heat, Frost, General Insulators and Asbestos Workers of America, Local No. 12, party of the second part, both Associations having signed the Joint Arbitration Plan of the Building Trades Employers Association, and which is made a part of this agreement, witnesseth:

ARTICLE I. That on and after June 8, 1906, to and including December 31, 1907, eight hours shall constitute a day's work on Monday, Tuesday, Wednesday, Thursday and Friday, and four hours on Saturday, within 25 miles radius of City Hall, borough of Manhattan, city of New York, of each and every week, work beginning at 8 o'clock A. M., with intermission of one hour at noon for dinner; but noon hour may be curtailed by consent of employer or his foreman and men. These shall be known as regular work days.

ARTICLE II. Rate of wages for journeymen shall be fifty (50) cents per hour, and to helpers thirty (30) cents per hour for the year 1906.

Rate of wages for journeymen to be 56¼ cents per hour and to helpers at the rate of 35 cents per hour for year 1907.

ARTICLE III. That all labor performed in excess of the regular work day, on Sunday and legal holidays and on Saturday afternoons "if ordered by the party of the first part or its agent" shall be paid at an advance of 100 per cent.

ARTICLE IV. In case any disputes arise, notice must be given in writing by aggrieved party within 24 hours thereafter, stating the nature thereon, and the parties so notified must adjust the same; failing to do so within 48 hours, the dispute shall be submitted for arbitration.

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When arbitration is desired, notice in writing must be submitted to the secretary of the New York League of Heat and Cold Insulation, who shall call the arbitration committee together.

ARTICLE V. The arbitration committee shall be composed of three members of the New York League of Heat and Cold Insulation and three members of the Local No. 12, none being directly interested in the dispute. This committee shall consider matters submitted, and the decision of the majority shall be final and binding upon all parties concerned, unless the case is appealed, in which event an umpire shall be selected whose decision shall be final and binding upon both parties. In the event of the failure to select an umpire within three days, the matter shall be referred to the General Arbitration Board.

ARTICLE VI. That in special cases of emergency, when members of, or members holding working membership cards of Local No. 12, cannot be procured to execute work expeditiously, the parties of the first part shall have the right to engage men to work with the members of Local No. 12, and that such men employed in emergency cases shall remain on such work until helpers, or members holding working membership cards of Local No. 12, are supplied to fill their places. Emergency men shall be paid at the regular rate of wages as specified in this agreement for helpers.

ARTICLE VII. Local No. 12, agrees that its members shall perform, in a faithful, workmanlike manner, all duties required of them by the New York League of Heat and Cold Insulation.

ARTICLE VIII. This agreement shall take effect on the 8th day of June, 1906, and be rigidly enforced until December 31, 1907, and thereafter to continue it in yearly periods. Any changes contemplated by either party must be sent to the other party in writing three months previous to expiration of existing agreement.

Either party violating any article of this agreement shall forfeit all claims thereunder.

ARTICLE IX. Within a radius of 25 miles from New York City Hall, the New York League of Heat and Cold Insulation agrees not to employ any pipe coverer who is not a member of (Local No. 12) of Heat and Cold Insulators of New York in good standing; and the Union of Heat and Cold Insulators of New York (Local No. 12), agrees that within the above radius its members shall not work for any individual, firm or corporation not regularly engaged in the business of contracting for covering and asbestos work, and shall not work for any individual, firm or corporation except under the conditions of this agreement.

ARTICLE X. The number of helpers in the Union shall at all times equal but not exceed the number of journeymen.

No helper shall execute work unless in company with a journeyman proper; but the journeyman may work alone where the services of a helper are not required.

It is hereby agreed that the provisions of this agreement shall be binding upon each and every member of the New York League of Heat and Cold Insulators individually as members of said League, and upon each and every member of Local No. 12, individually and as members of said Union.

Witnesseth whereof, the parties hereto hereunto set their hands and seals this 8th day of June, 1906.

NEW YORK CITY, LATHERS.

(a) METALLIC LATHERS' UNION OF NEW YORK AND VICINITY.

[Reported by union as signed by fifty-eight employers.]

*This agreement entered into on the 1st day of February, 1906, between
..... and the Metallic
Lathers' Union of New York and vicinity, to cover a radius of twenty-
five miles from New York City Hall, and to be in force until January
1, 1908, witnesseth:*

ARTICLE I.

SECTION 1. That the party of the first part agrees that eight (8) hours shall constitute a day's work. That double time shall be paid for all over-time; also Sunday and the following holidays: January 1st, February 12th and 22d, Decoration Day, July 4th, Labor Day, Election Day, Thanksgiving Day, Christmas Day and Saturday afternoons. That work shall commence at eight (8) o'clock A. M. and end at five (5) o'clock P. M., with one hour for noon. Noon hour may be curtailed by agreement between the firm and the majority of the men on the job.

SECTION 2. The party of the first part agrees to pay a minimum scale of fifty-six and one-quarter ($56\frac{1}{4}$) cents per hour for all work done by members of the party of the second part in this city and within a radius of twenty-five (25) miles of the New York City Hall, and further agrees to pay all foremen fifty (50) cents per day more than the minimum rate. The said foremen must be members of the party of the second part.

SECTION 3. The party of the first part further agrees to pay members of the party of the second part before twelve (12) o'clock noon on Saturday of each week, and further agrees to pay members of the party of the second part at the time of lay off or discharge. If men are not paid as specified above, single time is to continue until paid.

SECTION 4. The party of the first part further agrees to pay traveling expenses of the members of the party of the second part when fare is more than ten cents per day from the borough in which the shop of the party of the first part is situated.

SECTION 5. The party of the first part agrees to employ none but members of the party of the second part in New York City and within a radius of twenty-five (25) miles from New York City Hall, or men acceptable to the party of the second part, on all light iron construction, furring, bracket work, partition studs, and wall furring, and all wire and metal lath, corner beads, wire and metal arches for the purpose of holding or reinforcing plaster, cement, concrete or other plastic material, and all work pertaining thereto. The laying and setting of all iron or steel wire and metal lath used in the construction of reinforced or rough concrete; also cutting of all light iron and steel wire and metal lath for floor arches and making of all hangers, clips and stirrups for reinforced concreting or rough concreting, and the making of all columns and beams of wire or light iron which may be used in the erection of reinforced or rough concrete or other plastic materials on the job or elsewhere; also all plaster board partition nailed on or set in studs where mortar is not used.

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ARTICLE II.

SECTION 1. The party of the second part agrees that any proposed change in the wage scale of this district shall be submitted to the party of the first part at least six (6) months prior to the expiration of this agreement.

SECTION 2. In case of misunderstanding between the parties to this agreement, there shall be two (2) persons chosen by the party of the first part and two (2) persons chosen by the party of the second part to arbitrate the matter in dispute. In case no decision is reached, a fifth person shall be chosen by the four to act as umpire, and his decision shall be final and binding on both parties. Said decision to be rendered within six (6) working days.

SECTION 3. The party of the first part agrees that all foremen where required on reinforced concrete or rough concrete where wire or metal lath, light iron or steel is used in said concrete shall be members of the Metallic Lathers' Union of New York and vicinity in good standing.

SECTION 4. The party of the second part when in need of Metallic Lathers shall send written request by registered letter for same to the Metallic Lathers' Union, stating the number of men required, the location of the job, and when they are to report for work. If two men or less are required they shall report for work within forty-eight (48) hours after said written request has been made. If five, and not less than two men are required, they shall report for work within three days after written request has been made, and if more than five are required, they shall report for work within one week after written request has been made.

The party of the second part hereby agrees to supply a sufficiency of skilled workmen to do the work of the party of the first part, as provided under the contract, and in default thereof, the employer shall have the right to put on any wire or metal lathers he may see fit to, pending the supply of proper skilled workmen by the party of the second part.

Signed by party of the first part,

Signed for Metallic Lathers' Union of New York and Vicinity,

(b) BROOKLYN LATHERS' UNION.

[Reported by union as signed by two firms.]

This agreement, made this day of 190..., between

party of the first part and the Brooklyn Lathers' Union.....

party of the second part do hereby agree between them as follows:

FIRST. The party of the first part agrees to pay for applying plaster boards at the rate of five and one-half (5½) cents per plaster board, for each plaster board containing eight (8) square feet and six (6) cents per plaster board for each plaster board containing nine (9) square feet, and for nailing on metal lath at the rate of six (6) cents per square yard for all work in the boroughs of Brooklyn and Queens.

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SECOND. The party of the first part further agrees not to sell any plaster boards on any new buildings, unless he sells same furnished and applied, and to hire the boss lather doing the wood lathing on said buildings, provided he is a union boss lather, and the party of the second part further agrees not to apply any plaster boards except for the party of the first part, and further agrees not to apply any plaster boards for any firm that refuses to sign this agreement.

THIRD. All work to be done in a competent and satisfactory manner, and if the boss lather should fail to do so, the party of the first part has the right to refuse to give said boss lather any future work.

FOURTH. The boss lather further agrees to start work and finish patching on said plaster boards or metal lath upon twenty-four (24) hours notice to do so, and upon his failure the party of the first part has the right to employ any other boss lather.

FIFTH. Payroll to end every second and fourth Thursday of each month for all plaster boards applied up to said Thursday night, provided the boss lather has mailed into the office of the said party of the first part his account of the number of plaster boards applied, and same to be in said office the following Friday morning before 9 A. M., and to receive his money (less ten (10%) per cent. which is to be retained until the plaster board work is entirely completed) in the said office the following Saturday morning between the hours of 9 and 12 o'clock.

SIXTH. The said ten (10%) per cent. which is thus retained under this agreement is to be paid to the said boss lather on the following payroll, provided however, that he presents to the party of the first part a written statement from the builder that the plaster board or metal lath work is entirely completed to his satisfaction.

SEVENTH. If the wood lathing is being done by non-union lathers, or if any union boss lather refuses to apply the plaster boards or metal lath the party of the first part has the right to employ any lather.

EIGHTH. And it is further provided that if no wood lath is used on a building, and the job is to be done with all plaster boards or part plaster boards and part metal lath, the boss lather that has done the wood lathing for this builder on his previous operation shall be employed by the party of the first part, provided his previous work has been done to the satisfaction of said builder.

NINTH. The plaster boards which are to be furnished by the party of the first part are to be delivered by him on sidewalk at the building, and the boss lather is to protect same from injury or storm.

TENTH. And it is further agreed that the said Brooklyn Lathers' Union are to furnish on or before April 1, 1906, a list with residence addresses of all boss lathers to the party of the first part.

ELEVENTH. If any builder should fail to settle his indebtedness to the party of the first part the said Brooklyn Lathers' Union hereby agree not to do any work for said builder on any of his future building operations until said indebtedness is adjusted.

TWELFTH. This agreement to take effect May 1, 1906, and to continue in full force and effect for the period of one (1) year.

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THIRTEENTH. Sixty days before the expiration of this agreement the parties of the first and second part are to meet in reference to a renewal of this agreement.

NEW YORK CITY, MARBLE CUTTERS, CARVERS, SETTERS AND HELPERS.

An agreement, made and entered into the 17th day of October, 1905, by and between the Marble Industry Employers Association, of New York and vicinity, parties of the first part, and the Reliance Labor Club of Marble Cutters, Carvers and Setters, of New York and vicinity, parties of the second part, (vicinity to be a radius of 25 miles from City Hall, Borough of Manhattan).

WITNESSETH: That the parties hereto agree to and with each other as follows:

I. That, notwithstanding anything to the contrary in this agreement, it is distinctly understood and agreed that the Joint Arbitration Plan between the Building Trades Employers Association and the Unions of the Building Trades of the city of New York, adopted by a convention of representatives of several Employers Associations and Unions of the Building Trades on April 22, 1905, shall govern and take precedence.

II. That, from the first day of October, 1905, until the first day of January, 1909, eight (8) hours shall constitute a day's work on Monday, Tuesday, Wednesday, Thursday and Friday, and four (4) hours shall constitute a half day's work on Saturday of each week. Work to commence at 8 A. M. with noon hour for dinner.

III. That the minimum rate of wages shall be \$5 per day for cutters and setters, and \$5.50 per day for carvers, excepting men acting in the capacity of foreman in shops or buildings who shall, during the time they are so employed, receive an increase over and above the rate hereinafter mentioned.

IV. That all labor performed in excess of the regular working days enumerated above or legal holidays, shall be paid an advance of 100 per cent., whether in the shop or building; the legal holidays, in addition to Sunday, being as follows: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. Should any of the above named holidays fall on a Sunday, the same shall be observed on the following Monday.

V. That all employees shall be paid on Friday before 5 o'clock P. M. of each week up to and including the preceding Wednesday.

VI. The members of the Marble Industry Employers Association, agree to employ members of the Reliance Labor Club of Marble Cutters, Carvers and Setters, including shop and building foreman and outside superintendent, on interior marble and stone work contracting for within a radius of 25 miles of New York City Hall, Borough of Manhattan, and the Reliance Labor Club agrees to at all times to supply a sufficient number of men to enable the members of the Marble Industry Employers Association to properly man their work in shops and buildings. Failing to supply the required number of men after six days' notice to the business agent or the organization, the matter shall be at once referred to the General Arbitration Board.

VII. That in case of work going out of town (outside the 25 mile radius), the employer agrees to send a foreman recognized by the Reliance Labor Club of Marble Cutters, Carvers and Setters.

VIII. That all members of both Associations hereto, during the term of this agreement, shall be subject to all its provisions.

IX. All persons employed to run or work any marble cutting machines shall belong to the Reliance Club of Marble Cutters, Carvers and Setters, and the wages shall be \$5 per day. Any person employed to learn to run or work such machine shall be a journeyman marble cutter who shall have two weeks' time in which to learn to run such machine, and shall receive during the said two weeks \$2.50 per day.

X. That no general superintendent need be a member of the Union. The term "General Superintendent" applies to the one person in addition to the employer or general manager who has the command, management and supervision of all contracting departments. He shall be a practical marble cutter.

XI. That all disputes, controversies and differences must be arbitrated. They shall be referred to the Joint Trade Board of Arbitration, consisting of three members of the Marble Industry Employers Association, not interested in the matter under discussion, together with three members of the Reliance Labor Club of Marble Cutters, Carvers and Setters actively employed in shop or building, and not interested in the said discussion. This said Trade Board shall be governed by Section 19 of the General Arbitration Plan, reading as follows: Sec. 19. Where a trade agreement exists between an Employers Association and a Union, all disputes in that trade shall be settled by the Trade Board of Arbitration with an umpire, if necessary. The decision of said Board or umpire shall be final. Should the Trade Board fail to agree upon an umpire, or should either side fail to abide by the decision of the Trade Board or the umpire, the question shall be referred to the General Arbitration Board for action, within 24 hours after such failure or refusal. There should be no cessation of work pending such decision.

XII. That on and after October 1, 1905, as heretofore, the parties of the second part will not work for any firm in any way interested in convict manufactured marble or manufactured marble imported into the United States, or marble coped or cut outside of New York City or vicinity, for use in New York or vicinity; other than domestic marble, tiles, treads and platforms, not more than 1½ inches thick, and templets treads and platforms to be cut in this city.

XIII. That one apprentice shall be employed in every shop, and one additional to every five cutters, carvers and setters employed, based on yearly average, until the number of apprentices shall amount to ten, which shall be the limit in any shop. They shall start between the age of 16 and 18, and serve four (4) years, and be given work and proper instruction during a term of apprenticeship, in all the branches of marble cutting and setting, or carving, failing which, the Employers Association shall be notified and the offending employer shall not be allowed any other apprentices. Unless an apprentice should leave or be discharged for just cause or inability, then said apprentice shall not be again allowed to work at the trade.

XIV. This agreement is to continue in force from the first day of October, 1905, to the first day of January, 1909, and, if any change is contemplated by either party, a notice in writing shall be given by the party contemplating such change, stating fully the proposed change at least three months prior to the expiration of this agreement.

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In case no such notice as hereinbefore mentioned is served by either Association on or before October 1, 1908, then this agreement shall continue in force from year to year with the right reserved for either party to serve notice on any first day of October in any year for any desired change to take effect on the following first day of January. Such notice shall be given in writing by the secretary of one association to the secretary of the other association and written receipt therefore to be evidence of such notice.

XV. The minimum rate of wages for helpers shall be \$3 per day, excepting for such helpers as may be employed as derrick-men. Their wages shall be \$3.50 per day. That the helpers conditions of employment shall be regulated and governed as to hours, extra pay, holidays and settlement of disputes and other conditions by the same conditions as regulate and govern in the agreement between the Marble Industry Employers Association and the Reliance Labor Club of Marble Cutters, Carvers and Setters, it being agreed and understood that the Marble Industry Employers Association when not supplied, on demand, with sufficient helpers, through the Reliance Labor Club, may obtain the necessary helpers whenever and wherever they can.

(Signed)

For the Marble Industry Employers Association:

JOHN EISELE,

President.

WM. K. FEETIG,

Secretary.

C. B. TOMPKINS,

J. W. HARRISON,

BENJ. D. TRAITEL,

Ex-Committee.

For the Reliance Labor Club:

JOHN T. TIERNEY,

President.

WILLIAM NASON,

JOHN MCALLISTER,

W. H. TURBETT,

H. W. HOLLHAUSE,

R. D. THOMTON,

WM. T. KEATING.

NEW YORK CITY, PAINTERS AND DECORATORS (AMALGAMATED).

[Reported by union as signed by 200 employers for 1908.]

NATIONAL ALLIANCE AMALGAMATED PAINTERS AND DECORATORS OF NEW YORK.

EXECUTIVE COUNCIL.

NEW YORK,, 190..

AGREEMENT.

I, the undersigned, do hereby agree to employ only members in good standing of the National Alliance Amalgamated Painters and Decorators of New York on all my contracts and on any work that may come under my control, and I further agree to live up to all the rules of the above named organization.

Signature

Witness

NEW YORK CITY, PAINTERS (SIGN).

In the matter of an agreement entered into between party of the first part, and Local Union (sign painters) No. 701, of Painters, Decorators and Paper Hangers of America, party of the second part, for the regulation and adjustment of hours and wages, for the period of one year from March 1, 1906, to March 1, 1907.

The undersigned contracting parties do each with the other enter into this agreement.

ARTICLE I. The party of the first part agrees to employ none but union sign painters who are members in good standing of Local Union No. 701.

ARTICLE II. That eight (8) hours shall constitute a day's work; one-half day being the smallest part thereof, except Saturdays, when seven (7) hours shall constitute a day's work, making forty-seven (47) hours for a week.

ARTICLE III. That four (\$4) dollars per day shall be the minimum wage for sign painters working by the day or week.

That two (\$2) dollars per day shall be the minimum wage for sign painters' helpers working by the day or week.

That all trade workmen employed by the party of the first part shall be paid in accordance with article 7, section 2, of the by-laws of the party of the second part, of which the following is a copy:

	Per foot.
Gilding on glass	\$0.50
Office door lettering, gold . . . . .	.35
Office door lettering, black . . . . .	.15
Gold and smalt signs .....	.25
Ordinary sign lettering, one coat . . . . .	.10
Ordinary sign lettering, two coats . . . . .	.12
Each shade or high light, extra .....	.02
Ordinary lettering on muslin, black . . . . .	.07
Ordinary lettering on oilcloth, black . . . . .	.05
Ordinary lettering on canvas, black . . . . .	.06
Ordinary lettering on canvas, white . . . . .	.08

Picture painting, \$1 per hour; cleaning off old work, 60 cents per hour.

Work of usual or unusual character not covered by this price list, 75 cents per hour. All materials to be furnished by the employer.

That apprentices employed shall receive wages same as 1904, in accordance with by-laws of the party of the second part.

ARTICLE IV. That time-and-a-half be paid for all overtime, meaning from 5 P. M. to 8 A. M.

That double-time be paid for all holidays and Sundays, except Lincoln's Birthday, February 12th; that no work shall be done by members of the party of the second part on Labor Day, under any circumstance.

ARTICLE V. That the party of the first part shall not sub-contract work to any member of the party of the second part, except under the trade work rules of party of the second part.

ARTICLE VI. The party of the second part, in consideration of the agreement of the party of the first part, agrees to faithfully adhere to the conditions of the foregoing, to furnish the best services available, and to foster

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and protect the interests of the party of the first part, so far as it is possible by all honorable means; to furnish the party of the first part the Brotherhood Label, free of charge, during the term of this agreement, upon the signing of the proper contracts for same by party of the first part, party of the second part retaining ownership of the labels; and to co-operate in every way consistent with party of the first part for the general improvement of the business.

ARTICLE VII, Section 1. In case of any grievance, it is agreed by party of the second part that no strike shall be ordered until the question shall have been submitted to a committee of five employers and five members of the party of the second part for adjustment, and in case of a disagreement, no strike shall be ordered for thirty days pending further arbitration. The object of this clause is to avoid strikes.

SECTION 2. Each party to this agreement agrees that if any changes are desired in this agreement, the same shall be submitted in writing thirty days before expiration thereof, and referred to a joint committee of employers and the union to adjust.

SECTION 3. That it is understood by both parties to this agreement, that section 1 of article VII is intended to cover only such matters as may arise in the future and which are not provided for or covered by the preceding articles of agreement.

Signed this day of 1906.

.....
For Party of the First Part.

.....
For Party of the Second Part.

NEW YORK CITY, PLUMBERS.

[Agreement referred to in disputes beginning July 2, described in Table I, p. 72.]

Articles of agreement between the Master Plumbers' Association of Borough of Manhattan and Local 480 of the United Association.*

AGREEMENT.

Article of agreement mutually made and entered into this 10th day of July, 1906, between the members of the Master Plumbers' Association of the City of New York and Local Union No. 480 of the United Association of Plumbers and Gas Fitters of New York City, (Manhattan).

Each party to the agreement, acting by their duly authorized committee, as subscribed hereto.

ARTICLE I. Whereas it appears to the satisfaction of the members of the Master Plumbing Association, and Local No. 480 of the U. A. as herein before described that the best interests of the individual members thereof will be established, promoted and protected by mutual compact for the establishment and the maintaining of a standard rate of wages, and for settling of differences which may arise between the members of the respective organization.

ARTICLE II. The members of the Master Plumbers' Association, when employing plumbers, and gas fitters, agree to recognize none but members in

* The same agreement was signed in Brooklyn and in the Bronx.

good standing of the United Association, as parties to this agreement, when working in territory where a Local of the United Association exists, and members of United Association hereby agree to work for no one in this city, but Master Plumbers who are licensed and regularly engaged in the business and who will be considered fair by the Joint Conference Board.

ARTICLE III. When working in territory where no Local of the United Association exists, or where a Local cannot supply sufficient help to man the job, the Master Plumber shall have the right of employing such men in that locality as they require, at the rate of wages and hours of work as is current in that place:

This is intended to apply to territory, other than New York City.

MEN SENT TO THE COUNTRY.

ARTICLE IV. All men sent to jobs outside of the city shall be considered as working in accordance with conditions existing in New York City under this agreement.

They shall have their board paid, and also their traveling expenses, as follows, viz.: If the distance from the city to the place at which they are to work is twenty-five miles or less, they shall be paid one fare to and from the place once a week. If more than twenty-five miles, they shall be paid only a single fare to and from the job.

HOURS OF LABOR.

ARTICLE V. Eight (8) hours shall constitute a day's work, namely from 8 A. M. to 12 M., and from 1 P. M. to 5 P. M. The employer shall have the right to stop work at 4:30 P. M. and deduct a half hour's time from any man or men, declining to take only a half hour for lunch, during the months of November, December, January and February; four hours shall constitute a day's work, namely, from 8 A. M. to 12 M., with pay for four hours.

SATURDAY LABOR.

ARTICLE VI. Each shop shall, if desired by employer, retain two men for jobbing only on Saturday P. M. at single time rate, from 1 P. M. to 5 P. M., and in case of emergency frost work the number shall be unlimited.

DOUBLE TIME.

ARTICLE VII. All overtime (being in excess of that stated in preceding article) shall be paid for at double rate of wages. Also on Sunday's, New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Election Day, Thanksgiving Day and Christmas Day.

RATE PER DAY.

ARTICLE VIII. The standard rate of wages for a journeyman plumber and gas fitter shall be four dollars and seventy-five cents (\$4.75) per day to October 1, 1906, and five dollars (\$5.00) per day from day to expiration of agreement, wages to be paid weekly.

WHEN LAID OFF.

ARTICLE IX. When a man is laid off, he shall be paid off including return transportation, and if he is required to go back to the shop for his pay, his

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time shall be paid for until he receives his money. In case of a dispute as to wages, payment shall be made for undisputed time, and claim may be made for the balance to the Conference Board, provided both parties agree to accept the decision as final.

FOREMAN.

ARTICLE X. It shall be the duty of all foreman to report any man late on job, to his employer, at the time it occurs.

AMOUNT OF WORK.

ARTICLE XI. There shall be no limitation to the amount of work a man shall perform during his working day, nor discrimination against the use of any specialty in tools or materials approved by the Conference Board.

SHOP FOREMAN.

ARTICLE XII. Shop foreman or superintendent need not be a member of the United Association, or any Labor Union, provided he does not use tools in performing his duties.

CUT PIPE.

ARTICLE XIII. All piping appertaining to plumbing and gas fitting, shall be done by members of the United Association (subject to conditions specified, Article No. 2, 3, and 4), but shall not apply to the cutting and threading of pipe 1½ inch and upward.

LIST OF TOOLS.

ARTICLE XIV. An employer shall have the right to require that all men put to work shall provide for their own use suitable and sufficient tools, as per list provided by the Joint Conference Committee.

SUBLETTING.

ARTICLE XV. The Master Plumbers agree to not sublet plumbing or gas fitting except to shops where United Association members are employed.

JUNIORS.

ARTICLE XVI. It is agreed that no Master Plumber shall be allowed to have more than one junior or improver working with tools to every five journeymen or fraction of that number in his employ, and it is further agreed that no shop shall, at any time, have more than four such juniors or improvers in his or their employment and that all juniors or improvers shall carry a registration card issued by the Joint Conference Board. It is expressly agreed that when an apprentice or junior shall have served three years using his tools, he shall be classed as a journeyman plumber, to be paid at the standard rate of wages.

No junior shall be given charge of a job during his apprenticeship.

MEN WITHDRAWN.

ARTICLE XVII. When men shall be withdrawn from any building or buildings at the request of their employer or otherwise, and the work stopped, it is agreed that no Journeyman will work in such building or buildings without the consent of the Joint Conference Board. It is also expressly agreed that no journeymen shall work or be allowed to work on any property where

a member of the Master Plumbers' Association has done work for which he has not been paid. If a building shall be abandoned for any cause on which the wages of union plumbers are unpaid, no member of the Master Plumbers shall complete the same until such debt is discharged to the satisfaction of the Conference Board. Notice in writing, stating amounts owing, must be sent to the Secretary of the Conference Board within one week of the stoppage of work, and the Secretary to give proper notice to the parties interested at the beginning and ending of the question in dispute.

LEGALITY.

ARTICLE XVIII. If the courts of the State or City of New York shall decide that any clause in the preceding article is illegal, it shall be amended by Joint Conference Board and shall not invalidate the other parts of this

DISTRIBUTION OF MATERIAL.

ARTICLE XIX. This agreement shall apply to mechanics in the plumbing and gas fitting trade, and not to laborers or apprentices; unskilled labor or apprentices may be employed to deliver and distribute materials in buildings, but shall not be employed to install for use, any fixtures or material.

CONFERENCE BOARD.

ARTICLE XX. The parties to this agreement shall appoint a committee of five (5) members each forming a Joint Conference Board, with full powers to act for the Association and Union, to whom shall be referred all questions in dispute for adjustment. Their names and addresses to be sent to the Secretaries of both Associations. At meetings of said board both sides shall have an equal number of votes on all questions, whether all members are present or not; seven members shall constitute a quorum, and compel their members to abide by said decisions and their decisions final and binding.

All grievances and disputes shall first be presented at a regular meeting of both associations, and then referred to Joint Conference Board, and in case of charges against a member on either side, he shall be given one week from date, of notice, in writing to prepare his defence.

ARTICLE XXI. In case parties tried by Joint Conference Board shall be declared guilty, the board may recommend a fine to the Master Plumbers' Association, or the Union, as the case may be, and the respective Association of which the guilty party is a member shall determine the penalty and see that it is enforced.

CONFERENCE BOARD.

ARTICLE XXII. If the penalty is a money fine, it shall be paid in check form through the Joint Conference Board to order of an emergency hospital of New York City, under conditions and for consideration hereafter to be decided upon.

APPEAL.

ARTICLE XXIII. Members convicted of the charges made shall have the right of appeal to their respective Associations, but no right to a second hearing by the Board, except by unanimous consent of the Board.

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FINE PAYMENTS.

ARTICLE XXIV. All payments of money shall be receipted for by the acting chairman of the Board, who shall also take a receipt from institution where received and place same on file for conference.

OPEN RECORD.

ARTICLE XXV. The final determination of all cases by the action of either Association shall be duly reported in writing to the Conference Board, and form part of the record open to inspection to any member of either Association.

DATE OF PAYMENT.

ARTICLE XXVI. In case of a verdict finding members guilty of violation of the agreement, and such finding is ratified by the Association to which the accused parties belong, the money fine if imposed shall be paid as heretofore within 30 days from date of ratification.

ARTICLE XXVII. It is understood and agreed that members of the Joint Conference Board shall not be interested directly or indirectly, in any case pending, nor shall a member serve on his Committee when his employer is on trial or the employer be on the Board when his employee is on trial.

ARTICLE XXVIII. Each Association shall pay the members of its Conference Committee such compensation, if any, as may be decided upon at the time of its selection. In case the Conference Committee of both Associations deems it expedient to hire a clerk or stenographer or other professional assistance or an umpire, such expenses shall be defrayed jointly by each Association.

ARTICLE XXIX. The Joint Conference Board shall agree as to time and place of meetings, rules of procedure, appointment of chairman, secretary, etc., and any other details necessary to promote and carry on the business for which it is appointed.

ARTICLE XXX. No shop or employer shall have working for him more than one helper per man. Preference shall be given to all helpers who have been at the trade, and no helper shall be engaged or continue at work, sixty days after the ratification of this agreement until they are registered, as provided by the Joint Conference Board. Cards of registry may be revoked for cause by the Joint Conference Board after a hearing of parties concerned. A schedule of wages for apprentices and juniors to be arranged by Joint Conference Board and form of card to be issued as soon as practicable.

LABOR CLAUSE.

ARTICLE XXXI. All members of the Master Plumbers' Association when estimating, must insert the following clause: "All agreements are contingent upon strikes, interferences, accidents, and other unavoidable delays beyond and over which I have no control."

ARTICLE XXXII. It is hereby mutually agreed that the respective parties to this agreement will take up for consideration the question of renewal of this agreement at least three months prior to date of its expiration.

JOBGING.

ARTICLE XXXIII. The local President of the United Association of Journeymen, upon complaint of employers in New York, as to the low rates of wages paid by the jobbing and non-union shop, agrees to recognize, and does

recognize, the disadvantage that employers of union labor are placed at in competition, and promises herewith to the employers, that an immediate effort shall be made in consideration of this agreement, as shall meet with the approval of Joint Conference Committee to remove this disadvantage and a quarterly report in writing shall be made by United Association to Master Plumbers' Association until this is remedied, or the Master Plumbers are put on equal footing to compete for jobbing and alterations.

All parts of the constitution and by-laws of either association in conflict with this agreement are by mutual consent repealed, and this agreement governs in all matters stipulated.

This agreement by mutual consent and agreement shall be in force between the parties hereto until December 31, 1907.

It is mutually agreed that either party to this agreement shall pass or approve of any rules in their respective association, at variance with the spirit of this agreement, and that all agreements of a temporary nature or verbal understanding become void upon the ratification of this agreement by both parties hereto.

The United Association of Journeymen Plumbers and Gas Fitters hereby agrees to remove all disturbing elements in the trade and maintain a condition of peace and harmony, and should disturbers arise at any time who are unwilling to submit their grievances or complaint to arbitration as heretofore provided for that, they shall be removed forthwith upon the request of Conference Board of Master Plumbers' Association.

It is mutually agreed that a bond of sympathy should again be established between the employer and the employee, and that at all times they should confer directly and individually with a disposition of forbearance one with the other, and that the rights of each should be respected, and that the treatment of each by the other should be courteous and fair, and that so far as possible with this agreement all petty differences should be adjusted harmoniously between employer and employee, but that in all details this agreement should be lived up to.

Representing Master Plumbers' Association

T. A. HILL,

President Association of Master Plumbers.

T. COCHRANE,

Secretary of Master Plumbers.

Representing Local No. 480.

WILLIAM THOMPSON,

President Local No. 480.

FRANK A. KIERNAN,

Secretary Local Union No. 480.

TO ARCHITECTS, OWNERS, BUILDERS AND EMPLOYING PLUMBERS AND GAS FITTERS OF GREATER NEW YORK AND VICINITY.

Gentlemen.—In view of the various encroachments on our industry, made by other trade organizations, we deem it our duty to notify you of our claims, to do the following work, so that you can intelligently draw the line between ours and other industries.

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ARTICLE 1. All piping for gas, water, waste, soil and vent lines.

ART. 2. All piping to and from and around water filters and water meters; also all piping for hot and cold water, for domestic and culinary purposes.

ART. 3. All pneumatic and themostetic systems and dust suction; also all fire lines of every description, including water sprinkling or other purposes; also all piping for other purposes when solder is used for putting pipes or tubing together. All water supplies to and discharge from pumps; all temporary suction and discharge pipes for sub-soil or other drainage or sewerage systems. All temporary water supply lines for building construction use. All stand pipes taking the place of tanks. All ice box and refrigerator waste pipes; also to hang and fit up all hot water tanks and boilers; also connect pipes leading to and from heaters of every description.

ART. 4. All ice machine work.

ART. 5. To cut and fit all pipes to and from ranges to boilers.

ART. 6. To set all plumbing fixtures; also fit up all toilet and bathroom auxiliaries such as soap and sponge holders, paper holders and towel racks; and glass shelves and medicine closets furnished by plumbing manufacturers. All water, gas and waste to and from all laundry machines.

NEW YORK CITY, ROOFERS (SLATE AND TILE).

Agreement entered into between the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and adjacent cities, and the Slate and Tile Roofers' Union of New York and vicinity.

ARTICLE I. A working day shall consist of eight hours, performed between 8 o'clock A. M. and 5 o'clock P. M., the same to be known as regular time. Forty-four hours shall constitute a week's work, the week ending at 12 o'clock noon on Saturday. Saturday to be considered as a half day. Men to receive their wages at said time.

ARTICLE II. Any member working in the country for a city employer shall receive the standard rate of wages, board and expenses.

ARTICLE III. Regular time shall be paid at the rate of \$4.75 per day.

ARTICLE IV. That our representative is to have the privilege of examining the members' cards at all times.

ARTICLE V. That no employer shall sub-contract any slate or tile roofing within the jurisdiction to any lumper or journeyman.

ARTICLE VI. That when an employer hires a man his time is to start when he leaves the shop for the job, and that any employer not wishing to retain an employee will pay him at the time his services are dispensed with.

ARTICLE VII. The slate and tile roofing shall be comprised of the following: Slate and tile roofing; repairing of all slate and tile roofs; flashing and counter-flashing connected with slate and tile roofs, except where soldering is required, shall be done by members of the Slate and Tile Roofers' Union only, except as hereinafter provided.

ARTICLE VIII. Notwithstanding anything apparently to the contrary in this agreement, it shall be distinctly understood that any decisions under the General Arbitration Plan of the Building Trades Employers' Association and the Unions, parties to the Arbitration Plan, shall govern in the matter of jurisdiction of trade.

BUREAU OF MEDIATION AND ARBITRATION, 1906. III.388

It is mutually agreed by the parties hereto that the Arbitration Plan adopted at a convention held on April 22, 1905, between the Building Trades Employers' Association and the representatives of the Labor Unions is hereby made a part of this agreement and binding on all parties hereto.

ARTICLE IX. Where necessary for men to pay more than one car fare either way, from the shop or to the job, the employer will pay the additional fare.

ARTICLE X. That any man working overtime shall receive double pay; also for Saturday afternoons, Sundays, and the following holidays: New Year's Day, Fourth of July, Christmas Day, and on no consideration will a man work on Labor Day.

ARTICLE XI. The limit of jurisdiction is to consist of Greater New York and territory west of the Hudson river to line of Hackensack river, north thereon to point opposite to northern line of Greater New York.

ARTICLE XII. The men to be at work at 8 o'clock in the morning and leave at 5 o'clock in the afternoon in the territory within the limit of a circle of ten miles from City Hall. Where work is to be done outside of these limits men are to be at the above limits at 8 o'clock A. M., and proceed to their work as rapidly as possible.

ARTICLE XIII. And it is further agreed that the members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and adjacent cities will not employ, either directly or indirectly, to do slate or tile roofing, as provided in Article VII, within the district of jurisdiction any person who is not a member of the Slate and Tile Roofers' Union of New York and vicinity. A member's standing to be ascertained by his working card.

ARTICLE XIV. It is further agreed that the members of the Slate and Tile Roofers' Union of New York and vicinity will not work for employers not members of the Employers' Association of Roofers and Sheet Metal Workers of Greater New York and adjacent cities who do not agree to conform to this agreement.

If a member of the Employers' Association of Roofers and Sheet Metal Workers is prevented from carrying out his contract on a building, through insolvency of the owner, or any other cause, no member of the Slate and Tile Roofers' Union shall work on said building until the employer's contract has been equitably adjusted. Notice in writing, stating amount in dispute, must be filed with the Secretary of the Employers' Association of Roofers and Sheet Metal Workers within four weeks of the stoppage of work, giving full particulars, the Secretary to give proper notice to the Union and their representatives at the beginning and ending of the question in dispute.

ARTICLE XV. It is further mutually agreed that in the placing of workmen, the Slate and Tile Roofers' Union shall give the preference at all times to the members of the Employers' Association.

ARTICLE XVI. There shall be ten apprentices employed in the trade. When two journeymen are employed on a job one apprentice is allowed to work, and two apprentices are allowed on a job when more than six journeymen are employed. Apprentices at time of starting must be under twenty-one years of age.

ARTICLE XVII. This agreement to take effect when signed, and to terminate December 31, 1906, and no change shall be made in any article of said

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agreement unless notice be given on or before March 1st preceding, by the Association asking for such change; such notice to be given in writing to the Secretaries of the Associations.

ARTICLE XVIII. In case the Slate and Tile Roofers' Union are unable to furnish the number of competent men called for, the required number of men shall be procured in accordance with the General Plan of Arbitration.

January 1, 1906.

Committee of Employers' Association of Sheet Metal Workers of Greater New York and Adjacent Cities:

THOMAS P. FLANAGAN.

MICHAEL HARRISON.

JOHN J. GRACE.

Committee of Slate and Tile Roofers' Union of New York and Vicinity:

HIRAM WOODCOCK.

HECTOR ROSE.

T. J. DEEGAN.

COLLINS MARTIN.

NEW YORK CITY, ROOFERS AND WATERPROOF WORKERS.

[Reported by union as signed by fifty employers.]

INTERNATIONAL BROTHERHOOD OF COMPOSITION ROOFERS, DAMP AND WATERPROOF WORKERS LOCAL NO. 4, TAB, FELT AND WATERPROOF WORKERS NO. 7565 A. F. OF L.

This agreement made and entered into this fourteenth day of December, nineteen hundred and five, between the Composition Roofers and Waterproofers' Employers' Association, parties of the first part; and the International Brotherhood of Composition Roofers, Damp and Waterproof Workers Local No. 4, of Greater New York and vicinity, parties of the second part, to go into effect on the first day of January, 1906, to cover the incorporated limits of Greater New York and vicinity, within a radius of twenty-five miles of the New York City Hall, for a period of two years.

ARTICLE I.

SECTION 1. Witnesseth, that the parties of the first part agree that eight hours shall constitute a day's work; that double time shall be paid for all overtime, including Sundays, and the following holidays, or days observed as such: January 1st, February 12th, February 22nd, Decoration Day, July 4th, Labor Day, Thanksgiving Day and Christmas. Half holiday is to be observed on Saturdays all the year round, and double time to be paid for work done after 12 o'clock on Saturdays. Work to commence at 8 A. M. and end at 5 P. M., except on Saturdays when it shall end at 12 M. Men requested to report at yard, they to report at 7 A. M. for instructions. Men lighting fires under kettles to be paid single time.

SECTION 2. The parties of the first part agree to pay foremen not less than \$3.75 per day. Roofers and waterproofers shall receive \$3 per day, the same to be members of the Union. This agreement shall include plastic slate, slag, gravel, and all kinds of asphalt or composition roofing, waterproofing

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and dampproofing, including rock asphalt mastic when used for waterproofing or roofing; also the running or pouring of stone pavements with tar or asphalt, and the right to protect all roofing and waterproofing with concrete. Truck drivers, yardmen and stablemen shall not be members of this Union.

SECTION 3. The parties of the first part further agree that any member working in the country for a city employer shall receive the standard rate of Union wages, the hours, board and expenses, with full time from time of leaving city to return, except Sundays and holidays; excepting that men shall work nine hours a day to offset time lost through stormy weather, and on city work all necessary car fare from shop and return outside the limits of one mile, in their own time, and hereafter all future agreements shall take effect on the first day in January, provided three months' notice of change shall be given.

SECTION 4. The parties of the first part further agree that the men shall be paid weekly, not later than 5:30 P. M., and on Saturdays not later than 12:30 P. M.

SECTION 5. The parties of the first part further agree to employ only members of the Union, except that each employer may use and employ one helper to every four union men he employs and when a sufficient number of Union men are not obtainable, the percentage of helpers to Union men may be increased. Men then employed to meet the requirements of the Union on work covered by Section 2 of this agreement, Union men to have preference over helpers in slack periods.

SECTION 6. The parties of the first part agree to allow the business agents of the party of the second part to visit all shops and jobs at all times; also allow a steward in each shop who shall attend to the business of the Union without expense to the employer.

ARTICLE II.

SECTION 1. The party of the second part agrees to perform in a faithful and workmanlike manner, all duties required of them as described in Section 2, Article I, by the parties of the first part.

SECTION 2. It is further agreed that in case of trouble or any misunderstanding between the parties of this agreement, the difference shall be settled by arbitration as provided by Section 19, of the joint arbitration plan between the Building Trades Employers' Association and the Unions of the Building Trades, adopted April 22, 1905, and notwithstanding anything to the contrary in this agreement, it is distinctly understood that any decisions of the General Arbitration Board of the Building Trades Employers' Association and the Unions, parties to the arbitration plan, shall govern in all matters; and that the aforesaid arbitration plan, a copy of which is attached hereto, is hereby made a part of the agreement and binding on the parties hereto.

Composition Roofers' & Waterproofers' Employers' Association.

Attest

CHAS. BURKLEMAN, *Sec'y.*

International Brotherhood of Composition Roofers, Damp and Waterproof Workers Local No. 4, Tar, Felt & Waterproof Workers No. 7565 A. F. of L.

Attest

WILLIAM CASSIN, *Sec'y.*

By

RICHARD FURLONG, *Pres.*

By

THOMAS MITCHELL, *Pres.*

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NEW YORK CITY, STEAM AND GENERAL PIPE FITTERS.

[Reported by union as signed by 140 employers; effective until January 1, 1910.]

*Agreement and rules between
and the Enterprise Association of Steam, Hot Water, Hydraulic, Sprinkler, Pneumatic Tube, Ice Machine and General Pipe Fitters of New York and vicinity, hereinafter referred to as the "Enterprise Association," July 31, 1906.*

RULES.

RULE No. 1. The working day shall consist of eight (8) hours between eight (8) o'clock A. M. and five (5) o'clock P. M. with one (1) hour for lunch; except on Saturdays when the time shall consist of four (4) hours between eight (8) o'clock A. M. and twelve (12) o'clock noon.

The working day above named shall be known as regular time and shall be time actually employed at work.

No work shall be done between twelve (12) o'clock noon and one (1) o'clock P. M. except by direction of the employer; and then only during the months of November, December, January and February, or in cases of necessity.

RULE No. 2. Regular time shall be paid for at the rate of five dollars (\$5) per day of eight (8) hours. Fractions of days shall be at corresponding rates, but no man shall be employed for less than one-quarter ($\frac{1}{4}$) of a day.

RULE No. 3. Any work done between five (5) o'clock P. M. and eight (8) o'clock A. M. and on Sunday, New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Election Day, Thanksgiving Day, Christmas Day and the Saturday half-holiday shall be paid for at double the rate of regular time, commencing at the hour at which the men report for work by direction of their employer.

When it is not convenient to start work until between the hours of eleven (11) o'clock P. M. and four (4) o'clock A. M., then the fitters' time shall commence at eleven (11) o'clock P. M. and continue until said work is completed.

But under this condition no man shall receive less than one (1) day's pay, regular time.

RULE No. 4. All fitters employed shall be paid at quitting time on Saturday for the week ending the Thursday or Friday previous, payment to be made at option of employers, either on the job or at the shop; but when a fitter is laid off, or discharged, or not put to work, he shall at once be paid the wages due him.

RULE No. 5. No fitter shall work with more than one helper, and where more than one fitter is employed on a job the number of helpers employed shall not exceed the number of fitters, unless the helpers are employed at carrying or distributing material.

RULE No. 6. Each fitter shall be paid from the time at which he arrives at his work within a radius of ten (10) miles from New York City Hall.

In going to work located outside of this territory, each fitter shall at eight (8) o'clock A. M. be at the above limits, and thence proceed as rapidly as possible to his work.

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RULE No. 7. Any fitter working outside of the limits described in Rule No. 6, shall receive from his employer traveling expenses to and from the place at which the work is located for as many trips as he is directed by his employer to make. He shall also receive amount of board paid by him, and he shall receive regular wages for all regular time consumed in traveling.

If the fitter leaves his work before it is completed and without the consent of his employer, it shall be at his own time and expense.

RULE No. 8. Each fitter working outside of the limits described in Rule No. 6 shall at the option of his employer board at the place where his work is located, or go to and from his home daily. If the latter plan is adopted he shall receive from his employer all extra traveling expenses actually incurred.

RULE No. 9. In going from the shop to his work, or from his work to the shop, a distance of more than one (1) mile, each fitter shall receive from his employer his necessary fare.

RULE No. 10. If the fitter is sent to his work to a point outside of the borough in which his employer's shop is located, unless it be to the borough or place in which he resides, he is to receive necessary fare outside of the borough in which his employer's shop is located.

RULE No. 11. Fitters going to their work outside of limits named in Rule No. 6, shall take the boat, train or car leaving either of the extreme points of the district, as directed by their employers, going on train, boat or car leaving nearest eight (8) o'clock A. M. and returning take the boat, train or car leaving nearest five (5) o'clock P. M.

RULE No. 12. All pipe may at the option of the employer be cut either by hand or machine, at the shop or on the job, except pipe used for radiator and coil connections, which shall be cut on the job.

RULE No. 13. Within the city of Greater New York, ——— shall not employ any fitters who are members of the Enterprise Association, and members of the Enterprise Association shall work only for master fitters who sign and conform to these rules.

“NEW YORK, August 1, 1906.”

It is hereby agreed that in the State of New Jersey, within a radius of ten (10) miles from New York City Hall, including the entire city of Newark, N. J., that in employing steam fitters ——— will give the preference to members of the Enterprise Association.

It is mutually agreed that the following items shall describe the work to be done by the Enterprise Association.

ITEM I. All steam power, steam heating, and hot water heating plants and all appliances used in the construction of the same; also all hot water boilers or heaters and the connections from same to hot water tanks.

ITEM II. All hydraulic pipe work when used for motive power.

ITEM III. All piping in connection with ice making and cooling plants. The Enterprise Association lays no claims to the piping that supplies drinking water fountains.

ITEM IV. Automatic sprinkler work and all piping used for fire extinguishing purposes.

All steam piping in connection with laundry plants.

ITEM V. All piping used in the transmission of messages, letters and packages by the pneumatic process.

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It is further mutually agreed that if any work shall be abandoned for any cause, on which the wages of members of the Enterprise Association are unpaid, no master fitter shall contract to complete the same until this debt is paid by the original or subsequent owner or provided for in the contract. If a master fitter is prevented from carrying out his contract on a building, through insolvency of the owner, or any other cause, no member of the Enterprise Association shall work on said building until the master fitter's contract has been equitably adjusted.

(Signed)

NEW YORK CITY, STEAM SHOVEL AND DREDGE MEN.

Agreement by and between the New York Contracting Company—Pennsylvania Terminal, New York Contracting Company—New Haven Improvements, and New York Contracting and Trucking Company, parties of the first part, and the International Brotherhood of Steam Shovel and Dredge Men, Charles Reese Local No. 17, parties of the second part.

ARTICLE 1. The party of the first part agrees to pay as a minimum scale of wages, engineers at the rate of \$125 and cranesmen \$90 per month, the calendar working days or nights to constitute a month's work, eight (8) hours or any fraction thereof to constitute a day's work, men to receive pay at the rate of time and one-half for over time for working over eight (8) hours; double time for Sunday and legal holidays, except on repair work and moving back shovel, when only single time will be paid for. Independence Day, Labor Day, Thanksgiving Day and Christmas to constitute holidays. It is understood and agreed by the parties to this agreement, that the engineers and cranesmen of the party of the second part shall work ten (10) hours per day if called upon to do so by the party of the first part, and in addition to this the party of the first part agrees to pay to the party of the second part for ten (10) hours' work per day whether their services are required or not during the life of this agreement.

ARTICLE 2. The party of the first part agrees to employ members of the International Brotherhood of Steam Shovel and Dredge Men on their shovels when men of their order can be found, and if at any time they have a shovel man or men on their work who are not Brotherhood men, these men can be retained in their employ if they are competent men, but they must become members if they are eligible to membership in said organization.

ARTICLE 3. It is understood and made a part of this agreement, that engineer's and cranesmen's wages shall start as soon as they arrive on the job and report to the proper person, and continue until they are discharged or quit. This agreement to go into effect the first day of June, 1906, and continue two years from that date.

ARTICLE 4. Party of the second part agrees to place men as soon as possible on any machine that is not handled in proper shape and to place men in place of any men who neglect their duties as engineer or cranesmen at any time.

ARTICLE 5. Party of the second part agrees to give party of the first part fourteen (14) days notice when leaving their employ.

ARTICLE 6. In the event of an engineer or cranesman being away on account of sickness, the question of payment for time away shall be left to the

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decision of the chief engineer of the party of the first part, whose decision shall be final. The party of the first part will endeavor at all times to keep an extra engineer on the work. If this extra engineer is called upon to do so, he shall crane any shovel until a cranesman can be procured to fill the vacancy.

ARTICLE 7. It is understood by all parties to this agreement that a steward shall represent the Brotherhood on this work, or railroad, and any grievance of the men shall be referred to this steward for adjustment. This steward will take this matter up with the proper officials of the party of the first part, and adjust any grievance that may arise between the parties to this agreement. In case the steward and the representatives of the party of the first part cannot adjust the grievance, it is agreed that the matter shall be adjusted in the following manner: Work shall proceed until relieved by Brotherhood men, or the difference is properly adjusted by arbitration in the following manner: In the event of any controversy arising between the men and the employers, or in the event of the men having a grievance they shall continue to work, and any and all such controversies shall be settled if possible, by the representative of the men and the representatives of the employers. If such controversy or grievance cannot be settled by them, then it shall be arbitrated by choosing a third disinterested man, upon whom the representative of the men and the representatives of the employers may agree. If the representative of the men and the representatives of the employers cannot agree on a third man, then the matter shall be submitted to the General Secretary-Treasurer of the International Brotherhood of Steam Shovel and Dredge Men, or his representative, and the party of the first part, and if they cannot agree they may choose a disinterested man.

Said three shall constitute a board of arbitration, and the decision of the majority thereof shall be both final and binding, and all parties hereto shall abide thereby. It is expressly agreed that said arbitration board shall meet within ten (10) days after the occurrence of the difference requiring arbitration.

This agreement to be in force from June 1, 1906, to June 1, 1908.

**NEW YORK CONTRACTING CO.—PENNSYLVANIA TERMINAL,
NEW YORK CONTRACTING CO.—NEW HAVEN IMPROVEMENTS,
NEW YORK CONTRACTING AND TRUCKING CO.,**

**Per
Chief Engineer.**

**INTERNATIONAL BROTHERHOOD OF STEAM SHOVEL AND DREDGEMEN,
CHAS. REESE LOCAL No. 17.**

Per

NEW YORK CITY STONE SETTERS.

*Agreement between the Employing Stone Setters' Association of New York
and the Journeymen Stone Mason and Setters' Union, 84 of Greater
New York.*

NEW YORK, January 24, 1906.

This agreement, made January 24, 1906, between the Employing Stone Setters' Association of New York, hereinafter called the Employers and the

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Journeymen Stone Mason and Setters' Union, No. 84 of New York, hereinafter called the Journeymen Stone Setters.

ARTICLE I. That it is agreed that the standard rate of wages to be paid by the employers of the Journeymen Stone Setters shall be (\$5.50) per day from this date, January 24, 1906, till January 1, 1907.

ARTICLE II. The Journeymen Stone Setters be paid every two weeks from January 24, 1906, before 12 M. Saturdays and before 5 o'clock on other days. The money to be paid shall be inclosed in envelopes, one to each employee, with time and amount marked thereon.

ARTICLE III. That the hours of labor to be from 8 A. M. to 5 P. M., with one hour for lunch, except on Saturday, when the hours of labor shall be from 8 A. M. to 12 M.

ARTICLE IV. All overtime to be paid at double rate. Overtime means all time between 5 P. M. on Saturday and 8 A. M. on Monday, and the secular days on which the following legal holidays are observed: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, absolutely no work to be done on Sunday.

ARTICLE V. In the event of any employer not receiving his money for work performed on any building through the insolvency of the owner or any other just cause, the Journeymen Stone Setters agree not to allow their members to work on said building until the claim of the employer has been equitably adjusted.

ARTICLE VI. It is also agreed that only one member of a firm set stone. He must be a practical stone setter having served the apprenticeship to the trade.

ARTICLE VII. That the setting and pointing of all stone work which forms a part of the superstructure and all cut stone cut in yards or in quarries or on job by stone cutters or members of the B. & M. I. U. set with or without mortar, to be set by members of Union 84. This includes all stoops, doorways and vestibules.

ARTICLE VIII. When journeymen stone setters are laid off for any cause, they shall upon their request of payment of wages be paid in cash or office order. An office order entitles a stone setter to one-half hour's pay in addition to the amount due for work performed, and must be honored within one hour of the time of laying off. A violation of this rule entitles a stone setter to compensation at working rates for the working time that elapses between the time of receiving his money, providing the claimant remains at the job, or office during all working hours until he is.

ARTICLE IX. When Saturday afternoon occurs in the elapsed time above mentioned it shall be paid for at double rate up to 5 P. M.

ARTICLE X. That any member of Union 84, upon showing his card for membership be allowed to go on any job when seeking employment, unless notified by a sign "No Stone Setters Wanted."

ARTICLE XI. If the shop steward be discharged for inspecting the cards of the journeymen stone setters on the job or for calling the attention of the foreman to the violation of the agreement, he shall be at once reinstated until the matter is brought up before the joint arbitration committee for settlement.

The foreman must be a practical stone setter and a member of the union.

ARTICLE XII. All grievances or complaints which cannot be satisfactorily adjusted between the individual employer and the journeymen stone setters shall be submitted to a joint board of the stone trade which shall consist of three employers and three journeymen stone setters, who are working at the trade in the employ of some employer who is a member of the Employing Stone Setters' Association. A majority vote of said board shall be conclusive in relation to all matters submitted to it. In case of a tie vote the said board shall have power to agree upon an umpire or referee whose decision shall be conclusive and binding.

ARTICLE XIII. No member of the Journeymen Stone Setters' Mason Union 84 shall work for any one not complying with all the rules and regulations herein agreed to. No journeymen stone setters shall be discharged for inquiry after the cards of men working on any job, nor shall the business agent be interfered with when visiting any operation where journeymen stone setters are employed.

ARTICLE XIV. The joint arbitration plan, adopted in conference, July 3 and 9, 1903, and amended in convention March 21, 1905, between the unions of New York city and the Building Trades Employers' Association, shall be a part of this agreement, and both parties shall be governed according to its provisions.

ARTICLE XV. It is also agreed that the representative committee of the employers and Union 84, meet in the first week of September, 1906, to consider the yearly agreement which must be signed on or before January 1, 1907.

ARTICLE XVI. This agreement shall not be construed as interfering with the rights and duties of members of the B. & M. I. U. of America by the several unions of Greater New York to obey any existing law or laws of the B. & M. I. U. of America.

Subscribed this day and year first above written:

ROBERT MCWILLIAMS,
C. F. PARSONS,
ALEXANDER TAYLOR,
ALEX. DICKSON,
Employers.

E. W. GRIFFEN,
JAS. H. MOORHEAD,
WILLIAM STRACHAN,
JAMES D. BALLANTYNE.
Journemen.

NEW YORK CITY, TILE LAYERS AND HELPERS.

[This agreement also covers the Tile Helpers' Union with the exception of rate in wages, which are \$3.00 per day.]

Agreement between the Tile, Grate and Mantel Association, of the City, County and State of New York, and Ceramic, Mosaic and Encaustic Tile Layers' Union, Local No. 52, of the Ceramic, Mosaic and Encaustic Tile Layers' and Helpers' Union.

ARTICLE I. Both parties to this agreement do hereby adopt the plan of arbitration approved by the Building Trades Employers Association and the Representatives of the Unions.

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ARTICLE II. That on and after *January 1*, 1906, to and including the first day of *January*, 1909, eight hours shall constitute a day's work on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays, and four hours on Saturdays, of each and every week, beginning at eight o'clock A. M.

ARTICLE III. That any member or members of Local No. 52, working within a radius of twenty-five (25) miles from his or their respective shop or shops, or place of business, shall take such train or boat leaving Greater New York between the hours of seven and eight A. M., that will enable them to begin the day's work at eight o'clock A. M., or as near as possible thereto, and if there be no train or boat leaving between the hours of seven and eight A. M., then the train or boat next leaving Greater New York shall be taken, and returning take the boat, train or car leaving said work nearest five P. M., and Saturdays between twelve and one o'clock.

WAGES.

ARTICLE IV. That the wages of all tile layers, members of Local No. 52, shall be five dollars (\$5) per day for Monday, Tuesday, Wednesday, Thursday, Friday, and two dollars and fifty cents (\$2.50) for four hours' work on Saturday; no work permitted to be done on a Saturday between twelve noon and five P. M.

It being mutually agreed that the present "Class B" and "C" members of Local No. 52, be eliminated and improvers be substituted to be governed as follows:

Rule I. The term of future improvers shall be two years.

Rule II. The wages of an improver shall be four dollars (\$4) per day; at the expiration of two years he shall receive the standard rate of wages.

Rule III. Present Class B men to become Class "A" men July 1, 1906.

Rule IV. Present Class "C" men to become Class "A" men January 1, 1907.

Rule V. One improver shall be allowed to work in any shop employing on an average five tile layers steadily for one year; if ten tile layers are employed in any shop they can employ two improvers; and no more than two improvers allowed in each shop.

That expenses, such as board, traveling, etc., on out-of-town jobs, and legitimate expenses and all fares in excess of the regular fares from men's home to shop, shall be paid by the employer.

EXTRA TIME.

ARTICLE V. That all work, labor or services in excess of a day's work, Sunday and the following legal holidays: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Election Day, Thanksgiving Day, Christmas Day, and all holidays falling on Sunday shall be held on Monday by any member or members of Local No. 52, shall be paid for at the double time, whether such work, labor or services be rendered in any shop or building.

TIME OF PAYMENT.

ARTICLE VI. That any and all members of Local No. 52, shall be paid not later than twelve fifteen o'clock on each and every Saturday for all work, labor and services rendered for the preceding week. Men coming from out-of-town jobs may be paid one hour later.

PREPARATION AND MASON WORK.

ARTICLE VII. That the preparing for walls and ceiling tile shall be done by the members of Local No. 52, or Union plasterers.

That all surfaces intended for the reception of tiles shall be prepared to within one inch of the face of the tile; same to be made plumb and true, whether included in the contract of tile contractor, plasterer or mason.

That all material of every description heretofore set by this trade shall be done by members of Local No. 52.

AGREEMENT.

ARTICLE VIII. That all employers and members of Local No. 52 shall be held by and subject to all the provisions of this agreement while it continues in force.

SLABBING.

ARTICLE IX. Tile facings shall be slabbed by the members of Local No. 52.

REPORTING FOR ORDERS.

ARTICLE X. No tile setter shall be required to report to shop at night for orders after hours and not before seven thirty A. M.

MEMBERSHIP.

ARTICLE XI. That the members of the Tile, Grate and Mantel Association will employ only members of Local No. 52 of New York City, on all tile work contracted for within a radius of fifty (50) miles of New York City and all of Long Island.

That they will not give any piece-work or special-contract any tile work, but that the same shall be done by day's work.

EMPLOYMENT.

ARTICLE XII. Section 1. The New York Tile, Grate and Mantel Association hereby agree to employ none but members of Local No. 52 to set tile or other work properly in the tile business, and in consideration of such exclusive employment, said Union agrees that its members will work for none but members of said Association, in good standing, and such other firms established in and regularly engaged in the tile, grate and mantel business, in the city of New York, who have signed an agreement identical with this. The original of said agreement to be shown to the Secretary of the Tile, Grate and Mantel Association at his request.

Section 2. Local No. 52, agrees to at all times, supply to the members of the Tile, Grate and Mantel Association a sufficient number of competent mechanics to fully meet its contract requirements up to the full membership of their Union when necessary.

Section 3. That, in the event of the business of the members of the New York Tile, Grate and Mantel Association requiring more mechanics than there are members of Local No. 52, and in the event of the said Union failing to furnish the necessary men within six days after notice in writing by the Secretary of the Tile, Grate and Mantel Association, to Local No. 52, the members of said Association may employ such men as they

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choose, who shall be examined by Local No. 52, Examination Board, as soon after they are employed as is practicable. If men so employed pass the examination, they shall be admitted as members of the Union, and in case of failure to pass said examination, they shall not longer be employed by members of said Association.

RULES AND BY-LAWS.

ARTICLE XIII. That no rules or by-laws shall be made or continued in force by either party which in any way conflict with the provisions of this agreement..

ARTICLE XIV. Any contemplated changes by either the Tile, Grate and Mantel Association of Local No. 52, parties hereto, notice in writing shall be given by the party contemplating such change or changes, stating fully what the proposed changes are to be, at least three months prior to the expiration of this agreement, and unless such notice is received within the time herein specified, this agreement shall be considered binding on both parties for another year or more.

NYACK, PAINTERS AND DECORATORS.

[Reported by union as signed by six employers.]

NYACK, N. Y., 190..

To Local Union No. 664, Brotherhood of Painters, Decorators & Paperhangers of America, Nyack, N. Y.

GENTLEMEN: I, the undersigned, hereby promise and agree, that I will employ none but Union men, and I hereby further promise and agree that I will pay a minimum scale of wages of three dollars and twenty-eight cents (\$3.28) per day of eight (8) hours, and four (4) hours on Saturdays, from eight A. M. to twelve o'clock noon, for one (1) year, from March 1, 1906, to March 1, 1907.

Signed this day of, 1906.

.....
.....

Rec. Sec'ty.

PLATTSBURG, PLUMBERS.

[Reported by union as signed by all employers.]

LOCAL UNION NO. 497 OF THE UNITED ASSOCIATION JOURNEYMEN PLUMBERS, GAS FITTERS, STEAM FITTERS AND STEAM FITTER'S HELPERS OF THE UNITED STATES AND CANADA. AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR.

PLATTSBURG, N. Y., January 29, 1906.

This agreement between Local 497 and.....
are that on and after May 1, 1906 nine hours shall constitute a day's labor at the rate of a journeyman from 7 A. M. until 5 P. M.

ARTICLE I. Time and one-half for overtime, double time for Sundays and holidays, which shall consist of Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

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ARTICLE II. No shop shall have more than one apprentice to two journeymen.

ARTICLE III. No member of the U. A. shall work more than six days with nonunion men.

ARTICLE IV. No member of the U. A. shall subcontract, or lumping of work, or do work unless under supervision of employers.

PORT CHESTER, CARPENTERS AND JOINERS.

[Reported by union as signed by twenty employers.]

AGREEMENT AND WORKING RULES.

*Agreement made this 1st day of September, 1905, by and between.....
.....Carpenter and Builder, and the Joint District Council of
Carpenters of Port Chester and vicinity:*

OBJECT.

ARTICLE I. In order to prevent any strike or lockout, and to insure a peaceable adjustment and settlement of any and all grievances, disputes and differences that may arise, between any employer and the mechanics in the Joint District Council of carpenters, known as the Carpenters' Union.

Both parties to this agreement do hereby adopt as a basis of settlement, the following plan:

Whenever a dispute arises between the carpenters and their employer there shall be no strike called on the job or jobs until the matter is first arbitrated by the following plan: The business agent and the employer shall first try and adjust the difficulty, they failing to reach an agreement, each party to the contract shall choose one person, the two so chosen shall choose the third, and their decision shall be final. Both parties to this agree to abide by such award. And also that both parties do agree to meet at least sixty (60) days prior to the expiration of this agreement for the drafting of a new agreement, and all questions not agreed upon within thirty (30) days of the expiration of this agreement, to be left to arbitration.

Wages, hours or the right to refuse to work with non-union carpenters shall not be subject to arbitration.

The arbitration plan herein apply only to employers who indorse these rules.

ARTICLE II. Eight hours shall constitute a day's work, to begin at 8 A. M. and end at 5 P. M.

ARTICLE III. The minimum rate of wages, on and after September 1, 1905, will not be less than 43¾ cents per hour, for all regular working hours.

ARTICLE IV. Overtime to be paid at the rate of time and one-half, except for Sundays, and the following holidays, Memorial Day, Independence Day, Thanksgiving Day and Christmas, for which double time shall be paid. No work to be done on Labor Day, except when to leave work would endanger life or property.

ARTICLE V. All carpenters shall be paid once a week.

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ARTICLE VI. No union carpenter shall work with a non-union carpenter, for more than two days, without reporting to the business agent. Job or shop steward wishing to examine workmen's cards must do so before 8 A. M. or noon hour, or after 5 P. M. That no person except the business agent, shall have the right to interview the workmen during business hours.

ARTICLE VII. No union carpenter shall work for any person or persons, not regularly engaged in the carpenter business for less than (50) cents per hour, upon any construction, repairing or alteration of any building, except such men as are employed the year round, by firms or corporations not engaged in the construction or repairing of buildings.

ARTICLE VIII. The above rules take effect September 1, 1905, and continue in force until May 1, 1907.

[Signed]

POUGHKEEPSIE, BRICKLAYERS, MASONS, AND PLASTERERS.

ARTICLES OF AGREEMENT BETWEEN UNION No. 44 OF THE CITY OF POUGHKEEPSIE AND THE BOSS BUILDERS.

ARTICLE I. The wages of the Stone Masons, Brick Layers and Plasterers to be 50 cents per hour and the hours of labor to be between 8 A. M. and 5 P. M. Eight hours to constitute a day's work.

ARTICLE II. That all overtime shall be paid for at the rate of time and one-half and double time for all holidays, Sundays, Decoration Day, Fourth of July, Thanksgiving Day, Christmas and New Year's. No work to be done on Labor Day except when life or property are in danger.

ARTICLE III. That no member of the union shall be discharged for inquiring after the cards of the men.

ARTICLE IV. The members of the union shall be paid every week on the job not later than 5:30 P. M. Saturday to be pay day and not more than one day shall be kept back.

ARTICLE V. When any member of this union is compelled to go out of town in the employ of any of the mason builders his expenses for conveying him to and from such job must be paid by the mason builder who is employing him.

ARTICLE VI. Where cement blocks are substituted for brick or stone the cutting and setting of such blocks must be done by members of this union, and where concrete is substituted for bricks or stone the building of such walls must be done by members of this union.

ARTICLE VII. That no mason builder shall be entitled to have an apprentice until he is in business two years and no boss shall have more than two apprentices at one time, the first apprentice must serve two years before he is entitled to a second apprentice, said apprentice must be indentured to this union.

ARTICLE VIII. Any member of this union working for other than a bona-fide contractor shall charge the contractor's prices.

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ARTICLE IX. This agreement to be in force from May 1, 1906, to May 1, 1907.

Signed for Union No. 44:

ALBERT E. BABCOCK,
THOMAS F. MULLEN,
GEO. W. PALMER,
Arbitration Committee.

Signed by Mason Builders:

THOMAS BRENNAN,
JOHN O'DONNELL,
FRANK H. OBOET,
S. R. SMITH,
BURGER & SLATER,
PETER BECKER,
GEO. VAN AKEN,
FRANK DOBBS,
JAMES P. HILLEBY,
WM. F. DOBLER,
JAMES MATTHEWS.

POUGHKEEPSIE, PAINTERS AND DECORATORS.

[Terminating dispute of April 2-10, described in Table I, p. 70.]

Articles of agreement by and between the Master Painters of the city of Poughkeepsie and vicinity, and Local Union No. 155, Brotherhood of Painters, Decorators and Paper Hangers of America, located at Poughkeepsie, N. Y.

ARTICLE I. The undersigned Master Painters do hereby agree to employ none but union painters and paper hangers who are members in good standing of the Brotherhood of Painters, Decorators and Paper Hangers of America.

ARTICLE II. Any non-union painter or paper hanger securing employment from any of the undersigned Master Painters must fill out application blanks and present with initiation fee, or order on employer, countersigned by employer, before he will be allowed to go to work.

ARTICLE III. Eight hours shall constitute a day's work; the same to be performed between 8 A. M. and 5 P. M. Men to report 7:45 A. M., or earlier if working out of the city.

ARTICLE IV. The rate of wages shall be \$2.80 and upwards per day.

ARTICLE V. That all overtime shall be paid at the rate of double time.

ARTICLE VI. When work is located so far away that workmen have to take the cars or ferry, the fare shall be paid both ways by the employer, and if the workman cannot get back home after his day's work is done, the employer shall pay his full board, with transportation each way once.

ARTICLE VII. That each shop shall be allowed one apprentice, subject to the rules of our constitution governing apprentices, and he shall not be over twenty-one years of age when starting to learn.

ARTICLE VIII. All Master Painters shall pay at the end of each week.

ARTICLE IX. Any member becoming incapacitated by age or accident, may by permission of the Union be allowed to work for less than the Union rate of wages.

ARTICLE X. If at any time either party to this agreement shall in any way violate any part of this agreement, the question must be submitted to an

arbitration committee of six, consisting of three members of each body to this agreement, and if they cannot come to an agreement on the first meeting, then an outsider, neutral to both parties, be chosen to decide the question.

ARTICLE XI. Local Union No. 155, and all its members do hereby agree to take no work, or do any work in the line of painting or paper hanging, before or after working hours, except with consent of employer.

The above rules go into effect April 10, 1906, and continue into effect until March 31, 1907.

And we further agree to renew the above agreement to take and continue in effect from April 1, 1907, to March 31, 1908, with the exception of the wage rate which shall be three dollars (\$3) per day.

ROCHESTER, PAINTERS AND DECORATORS.

[Reported by the press as signed by eighty employers.]

Articles of agreement by and between the Painting Contractors of Rochester, N. Y., and vicinity and Local Union, No. 150, Brotherhood of Painters, Decorators and Paper Hangers of America at Rochester, N. Y.

ARTICLE I. Eight hours shall constitute a day's work, the same to be performed between the hours of 8 A. M. and 5 P. M.

ARTICLE II. The minimum rate of wages shall be \$2.75 per day, or 34½ cents per hour for each fractional part of a day.

ARTICLE III. Work performed on Sunday, Memorial Day, Fourth of July, Thanksgiving Day, Christmas and New Year's Day shall be paid for at the rate of double time. All other overtime to be paid for at the rate of time and one-half. Under no circumstances will any work be performed on Labor Day.

ARTICLE IV. Each shop shall be allowed one apprentice, and one apprentice to every five journeymen employed, providing such apprentices be under 21 years of age.

ARTICLE V. Shop committees or business agents, appointed by the Union shall be recognized by trades employers.

ARTICLE VI. Any painter, when working at paper hanging, shall receive paper hangers' scale of wages.

ARTICLE VII. It is further agreed by the contractor that after the execution of this agreement, he will employ none but members in good standing of the Brotherhood of Painters, Decorators and Paper Hangers of America.

ARTICLE VIII. The above rules shall go into effect May 1, 1906, and shall continue in effect until April 1, 1907.

Signed for Local Union, No. 150.

.....
President.

.....
Secretary.

Executed this day of 190...

.....
Signed for the Contractor.

[SEAL.]

.....
Witnesses.

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ROCHESTER, PAPER HANGERS.

[Terminating dispute of April 2-3, described in Table I, p. 70; reported by union as signed by twenty-two firms.]

Articles of agreement by and between the Wall Paper Dealers of Rochester, N. Y., and vicinity, and Local Union, No. 286, Brotherhood of Paper Hangers and Decorators of Rochester, N. Y.

ARTICLE I. That eight hours shall constitute a day's work, the same to be performed between the hours of 8 A. M. and 5 P. M.

ARTICLE II. The minimum rate of wages shall be \$3.25 per day, or 40% cents per hour for each fractional part of a day.

ARTICLE III. Work done on all legal holidays and Sundays, double time and all other overtime be paid for at the rate of time and a half.

ARTICLE IV. Shop stewards and business agent appointed by the union shall be recognized by the respective employers.

ARTICLE V. Each shop shall be allowed one apprentice to every five journeymen workmen.

ARTICLE VI. No workman to be held responsible for work done on walls not prepared by himself.

ARTICLE VII. All scaffold work in rooms over 20 feet high, excepting halls in private dwellings, painting or paperhanging, 25 cents per day in addition to the regular scale.

ARTICLE VIII. Any paper dealer in the city of Rochester, N. Y., who sends men out of the city to work, must pay all expenses, and the regular scale of wages.

ARTICLE IX. It is also further agreed that after the execution of this agreement, members of said party of the first part shall employ none but union paperhangers in good standing in their local.

ARTICLE X. The above rules shall go into effect April 1, 1906, and continue in effect until April 1, 1907.

ROCHESTER, PLUMBERS.

Articles of agreement entered into this 27th day of October, 1905, between the Associated Master Plumbers of Rochester, N. Y., and Local Union No. 13, Journeymen Plumbers, Gas and Steam Fitters of Rochester, N. Y.

ARTICLE I. There shall be what is known as a permanent conference board composed of five (5) members from each association with the president of each association as an ex-officio member without vote.

ARTICLE II. That all grievances be referred to the conference board and their decision shall be final and binding on both parties.

ARTICLE III. That on and after March 1, 1906, the minimum rate of wages for journeymen shall be \$3.25 per day for one (1) day's work, which shall consist of eight (8) hours, the hours to be from 8 A. M. to 12 M., and from 1 P. M. to 5 P. M.

ARTICLE IV. That all juniors that are handling tools shall receive no less than \$2 per day and at the expiration of two (2) years shall receive \$3.25 per day. Before a junior is employed there must be at least two (2) journeymen employed, and before the second junior can be employed there must be a total of five (5) journeymen, and for each additional junior there must be

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five (5) additional journeymen. Before a junior shall be permitted to do jobbing he must have served at least four (4) years as helper.

ARTICLE V. That all plumber helpers shall be registered with the journeymen and masters. That no more helpers will be employed for a period of two (2) years and there shall be no more helpers than men in any one shop. Thereafter there will be one (1) helper for three (3) men or fraction thereof and there must be at least five (5) men employed before the second helper will be allowed. During the period of said two (2) years should any helper quit his present employer or he be dismissed for cause, his place may be filled provided there are not more helpers than one (1) to three (3) journeymen.

ARTICLE VI. That no man shall be laid off between the hours of 8 A. M. and 12 M. or 1 P. M. and 5 P. M., and if he should be laid off he be paid either a half or a full day's pay as the case may be.

ARTICLE VII. That all overtime be paid for at time and one-half, beginning at 6 P. M. until 12 midnight, and double time after 12 midnight, until 7 A. M. Any emergency case after 5 P. M. and not later than 6 P. M. shall be worked as regular time.

ARTICLE VIII. That all work done on Sundays, New Year's Day, Christmas Day, Decoration Day, Fourth of July, Thanksgiving Day and Labor Day shall be paid for at double time.

ARTICLE IX. That on all out of town work the same number of hours shall be worked as are worked by other members of the building trade in that town, in no case more than nine hours shall be worked on all out of town work, traveling expenses and board shall be paid by the employer and the journeymen have the option of one round trip per week when the distance does not exceed 25 miles.

ARTICLE X. That no journeymen subject to this arrangement shall be withdrawn from any job until the question in dispute has been considered and acted upon by the conference board. The said board to be assembled in not to exceed ten (10) hours after notice has been served by either party.

ARTICLE XI. That no journeymen shall handle any material that is not furnished by their employer, neither shall he perform any work outside of the regular working hours for any person or persons other than his employer.

ARTICLE XII. That there shall be no rules or orders other than those contained in this agreement which will interfere with either association.

ARTICLE XIII. That no laborer, driver or office help will be allowed to do any plumbing, gas or steam fitting or jobbing in or outside of building.

ARTICLE XIV. That no member of Local Union No. 13 will be allowed to work for any corporations that are employing plumbers and fitters at less than the regular scale.

ARTICLE XV. That plumbers will not be permitted to do steam or hot water fitting, or steam fitters do plumbing except in special cases and then not to exceed four (4) hours in any one day in the city of Rochester.

ARTICLE XVI. This agreement shall expire October 1, 1908, but if either party wish to extend or amend the same, notice shall be given in writing not later than August 1, 1908, and the nature of such changes or amendments shall be specified in said notice, and if either party of this agreement

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fail to give such notice, this agreement shall continue for one year from October 1, 1908.

ARTICLE XVII. Steam fitters' helpers shall be registered with the journeymen and master plumbers and receive \$6 per week for the first year and \$7.50 per week for the second year. There shall be no more helpers employed than journeymen.

SARATOGA SPRINGS, CARPENTERS AND JOINERS.

[Reported by union as signed by fourteen employers.]

The following articles of agreement are made and entered into this day of, 1906, between the persons, who hereto affix their signatures or seals, or both, and particularly those persons, who are commonly known as contractors or boss carpenters, doing business at Saratoga Springs, N. Y., and Local Union, No. 1015, United Brotherhood of Carpenters and Joiners of America, located at Saratoga Springs, N. Y.

ARTICLE I. It is mutually agreed between the specified parties and persons, that on and after September 1, 1906, they, each and all of them shall consider eight (8) hours as constituting a day of labor and shall not demand nor require any member of Local Union, No. 1015, to labor for more than eight (8) hours on any one day, except, that at such time as may be deemed reasonably necessary, any member of Local Union, No. 1015, may labor for a longer period of time, provided, that for all additional time over eight (8) hours, he shall be paid one and one-half times the wages he is paid for the regular hours.

ARTICLE II. It is mutually agreed, that no member of Local Union, No. 1015, shall be required to work on any Sunday, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas, except he shall receive for such labor twice the wages paid him for the common work day.

ARTICLE III. It is mutually agreed, that the members of Local Union, No. 1015, shall be paid the same wages for the eight (8) hour day, that was paid them for the nine (9) hour day. This is mutually understood to mean, that where a man was paid two and one-half dollars (\$2.50) for laboring nine (9) hours, the same man shall be paid not less than two and one-half (\$2.50) dollars for eight (8) hours labor, on and after September 1, 1906.

ARTICLE IV. It is mutually understood, that the minimum or smallest amount of money that any journeyman carpenter, member of Local Union, No. 1015, shall be paid for eight (8) hours regular labor, shall be two (\$2) dollars, and it is further agreed, that no reduction shall be made in the wages of any member of Local Union, No. 1015, from the wages, greatest in amount, heretofore paid him by any employer for regular work. This is mutually understood to mean, that where a man has been paid two and one-half (\$2.50) dollars for nine (9) hour day by any subscriber to this agreement, he shall be paid on and after September 1, 1906, no less than two and one-half (\$2.50) dollars per eight (8) hour day, even though he may have been laid off or discharged and afterwards re-employed.

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ARTICLE V. Local Union, No. 1015, prohibits any member from working at day work for others than recognized boss carpenters or contractors for less wages than charged by the boss carpenters and contractors for similar services: viz., forty-five (\$0.45) cents per hour. And furthermore be it agreed, if any member of above-named Local Union, No. 1015, shall work for parties by the day or week but boss carpenters or contractors, he shall charge the same as the above-named boss carpenters or contractors for similar services, under penalty of a fine of ten (\$10) dollars for each offence.

ARTICLE VI. It is mutually agreed, that no change shall be made in these articles of agreement, except by written notice given six (6) months in advance of September first of each year.

ARTICLE VII. It is mutually agreed, that this agreement supersedes any and all agreements heretofore made, and all others are held and considered null and void.

ARTICLE VIII. It is agreed, that this agreement shall be held and considered as in force and binding on all persons and firms, who personally, or by agent, affix their signatures or seals, or both, hereunto, and shall not be altered before September 1, 1909.

In witness, that we, the undersigned, mutually agree to each and every of the above articles of agreement, we in person, or by our authorized agent, affix our signatures.

SCHENECTADY, CARPENTERS AND JOINERS.

UNITED BROTHERHOOD CARPENTERS AND JOINERS OF AMERICA.

Trade rules for the year commencing May 1, 1906, and ending April 30, 1907
— Local Union No. 146, Schenectady, N. Y.

SECTION 1. The hours of labor shall be eight (8) hours per day, to be performed between the hours of eight (8) A. M. and five (5) P. M.

SECTION 2. The minimum rate of wages shall be thirty-seven and one-half (37½) cents per hour to all contracting carpenters and builders and forty-five (45) cents per hour to all who are not regular carpenters, contractors and builders.

SECTION 3. Time and one-half shall be charged for all overtime; double time for Sundays. No work shall be performed between seven (7) and eight (8) A. M. or five (5) and six (6) P. M.

SECTION 4. No member of the United Brotherhood of Carpenters and Joiners of America shall perform any work on the following holidays: New Year's Day, Memorial Day, the Fourth Day of July, Labor Day, Thanksgiving Day and Christmas Day.

SECTION 5. No contractor shall employ more than one (1) apprentice to every (5) journeymen carpenters and all apprentices shall be governed by the rules of the locality in which he works. "No apprentice shall be under seventeen (17) nor over twenty-five (25) years of age at date of admission."

SECTION 6. No member of the United Brotherhood of Carpenters and Joiners of America shall work with non-union carpenters—nor with any union carpenter without the monthly working card—all members must show their working card when requested to do so, and for a violation of this section he shall be fined not less than twenty-five (25) cents.

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SECTION 7. All members of the United Brotherhood must procure their working card not later than the first meeting night in each and every month. Any member working without his card after the above date shall be fined fifty (50) cents and the financial secretary shall charge the same upon his books to the member violating this section.

SECTION 8. It shall be compulsory on all traveling members securing work in this district to comply with the constitution (see section 113) or apply to the business agent for a working card and pay twenty-five (25) cents per month for same. (See section 117, constitution.)

SECTION 9. All members working in shops or mills will be exempt from section 7 by registering their names with the financial secretary.

SECTION 10. All necessary cartage of tools shall be done by contractor, or at his expense.

SECTION 11. Ignorance of these trade rules will form no excuse for a member and they shall be strictly adhered to and enforced.

CARPENTERS' JURISDICTION OF WORK.

FIRST. The framing, joining and handling of all wood used in the construction, alteration or repair of buildings—except lathing.

SECOND. All cutting for plumbing, heating or ventilating.

THIRD. All furring for metal or decorative plaster ceilings.

FOURTH. The putting up of all picture or decorative mouldings.

FIFTH. The putting on or hanging of all doors or fronts to electrical cut-out or switch boxes.

SIXTH. The building of all permanent or temporary forms and centers either for stone, brick or concrete arches, floors or walks; also, the building of all protective bridges or scaffolding as may be required by building laws from time to time.

SEVENTH. Carpenters shall also fit and put up all compo-board, or other material composed of wood or pulp, or both. They shall also fit and hang, or set all windows, doors or frames constructed of wood and encased in calomine or other metal covering commonly called fire-proofing.

SYRACUSE, ELECTRICAL WORKERS.

This agreement, made and entered into the first day of May, 1906, by and between any electrical contractor doing business within the jurisdiction of Local Union No. 43, of the I. B. E. W., party of the first part, and Local Union No. 43, of the I. B. E. W. of America, party of second part, hereinafter called the "Union."

WITNESSETH, That the parties hereby agree to and with each other as follows:

FIRST. Eight (8) hours shall constitute a day's work from 7:55 A. M., until 12 M. and from 12:55 P. M. to 5:00 P. M., excepting on Saturday, when the afternoon shall be from 12:55 P. M. until 4 P. M.

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SECOND. Wiremen to report at shop or job, providing job is located within one mile radius from their respective shops, at 7:55 A. M. and 12:55 P. M., and common center shall be considered shop for out of town contractors having no store in Syracuse.

THIRD. All over eight (8) hours per day, and night work up to 12 o'clock midnight, shall be paid for at the rate of time and one-half; after 12 o'clock midnight and on Sundays and holidays, mentioned in this agreement, double time shall be paid.

FOURTH. The holidays, for the purpose of this agreement, shall be New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day; and when any of the above mentioned holidays fall on Sunday, the following day shall be observed.

FIFTH. The minimum rate of wages for a journeyman wireman shall be three and one-half (\$3.50) per day.

SIXTH. A journeyman is one who has served four years doing inside wiring and passed a satisfactory examination of the Union.

SEVENTH. An apprentice is one who has served less than four years at inside wiring. And there shall be but one apprentice in each shop which employs a journeyman. Shops employing more than one journeyman will be allowed one apprentice to every four additional journeymen.

EIGHTH. No shop shall be allowed an apprentice unless they employ at least one journeyman.

NINTH. An apprentice shall not be allowed to work alone on electric jobs of any description.

TENTH. No apprentice shall be hired by the party of the first part unless such apprentice is registered by and holds a working card from this union.

ELEVENTH. Contractors shall furnish all tools for conduit work, also drills and bits over eighteen (18) long, and all special tools.

TWELFTH. No one not a member in good standing of Local Union No. 43 shall be employed by the party of the first part, nor shall they sublet work to others than those who sign this agreement.

THIRTEENTH. Members of this Union will refuse to work for or on jobs sublet from a firm while in difficulty with any local of the I. B. E. W.

FOURTEENTH. All traveling expenses, time consumed in traveling and board, shall be paid by the contractor for work done outside of Syracuse; time consumed in traveling shall be paid at the rate of single time.

FIFTEENTH. The Union shall see to it, that the doing of electrical work by any others than its members, is stopped so far as it lays in their power.

SIXTEENTH. No member of this Union shall be allowed to do electric jobs which properly belong to the party of the first part while in their employ.

SEVENTEENTH. No member of the Union shall be allowed to work for a contractor who refuses to sign this agreement.

EIGHTEENTH. No member shall work for less than a half day's pay.

NINETEENTH. Any contractor signing this agreement and doing electric work with his own hands, will pay the Union three (\$3) per quarter in advance, for a special working card, but it is distinctly understood that not more than one member of a firm will do electric work and will not work more than

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eight (8) hours per day, and that same contractors will apply to the Union for working card before May 15, 1906.

TWENTIETH. All electric and combination fixture work shall be done by members of this Union.

TWENTY-FIRST. Any contractor signing this agreement shall pay their men employed in legal currency on their regular pay days.

TWENTY-SECOND. It is distinctly understood that the members of this Union will not be required to work with non-union men of any craft affiliated with the local branch of the Structural Building Trades Alliance of America.

No alterations shall be made in this agreement by either party before the first day of May, 1907, and not then unless such party wishing to make such changes, shall give the other party notice in writing, sixty (60) days prior to May 1, 1907.

TARRYTOWN, HOD CARRIERS AND BUILDING LABORERS.

[Reported by union as signed by seven firms.]

ARTICLES OF AGREEMENT.

We, the undersigned Contractors and Builders, and Hodcarriers and Building Laborers of America, Local Union No. 55, Tarrytown and North Tarrytown, N. Y., do each with the other, enter into an agreement to the following:

ARTICLE I. That eight hours shall constitute a day's work.

ARTICLE II. That the rate of wages shall be \$2.50 per day.

ARTICLE III. That our representative shall have the privilege at all times to examine members' cards.

ARTICLE IV. That none shall be employed but recognized members of the Hodcarriers and Building Laborers' Union of America.

ARTICLE V. That all differences between men and bosses, shall be referred to an arbitration committee of six members, consisting of three from the Hodcarriers and Building Laborers, and three from the Master Builders.

Should the said committee fail to reach an agreement, the same shall be left for settlement to one disinterested party, both associations shall be satisfied to the referee.

ARTICLE VI. Any Hodcarrier or Building Laborer working overtime, shall receive time and one-half, double for Sundays and the following holidays: Decoration Day, Fourth of July, Thanksgiving Day. No men shall be allowed to work on Christmas Day also Labor Day.

ARTICLE VII. That no demand for wages shall be enacted before first giving at least three months notice previous to the enforcement of such demand.

ARTICLE VIII. That all men are to be paid weekly.

ARTICLE IX. Classification of work, the placing of and handling of stone and mortar to masons, mixing and handling of cement and concrete whether for floors, piers or foundations, the mixing of all material and carrying to plasterers, also the mixing and carrying mortar and carrying or wheeling of bricks, whether rough or front bricks to bricklayers, the cleaning of floors and debris from buildings, also the handling of timbers and material to carpenters where laborers are needed. No apprentice mason to be allowed to interfere with the Hodcarriers or Building Laborers work.

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ARTICLE X. In expression of good faith, we the contracting parties, each to hold a copy of this agreement, with the seal of the organization entering the agreement.

Signed by the president and secretary.

M. E. EADE,

President.

HENRY FITZPATRICK,

Secretary.

JOHN EGAN,
MIKE LYNCH,
MICHAEL MARTIN,
A. T. FRANCISCO,
JOSEPH BLOUIN,
EARNEST SMITH,
DAVID PAGE.

TROY, CARPENTERS AND JOINERS.

Trade agreement between the Contracting Carpenters and Carpenters' Joint District Council, of Troy, N. Y.

The following agreement to be in force from April 1, 1906, to April 1, 1909:

FIRST. Eight hours shall constitute a day's work, to begin at 8 A. M. and end at 5 P. M., except on Saturday, when work shall terminate at 12 o'clock, noon, and no more than 44 hours, maximum, shall be worked in any week as regular time. No work will be allowed on Saturday afternoon except in extraordinary cases, such as destruction of property, etc., when permit must be granted by the business agent of the district council to do such work.

SECOND. The minimum rate of wages shall not be less than 37½ (thirty-seven and one-half) cents per hour for all regular working hours from April 1, 1906, to April 1, 1907, and 40 (forty) cents per hour from April 1, 1907, to April 1, 1909. Overtime to be paid at the rate of time and one-half until 12 o'clock, midnight. From 12 P. M. to 8 A. M. and from 12 o'clock, noon, on Saturday, till 8 A. M. Monday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, double time shall be paid.

THIRD. No union carpenter shall work for any person or persons, not regularly engaged in the carpenter business, for less than 50 cents per hour upon any construction, repairs or alteration of any building, except such men as are engaged (employed) the year around by firms or corporations not engaged in the construction or repairing of buildings.

FOURTH. All persons using carpenters' tools or working at carpenter work must carry the quarterly working card of the district council, and be subject to the rules of the same. This includes apprentices, foremen and contractors, etc.

FOURTH a. All contracting carpenters employing from 1 to 10 men will be entitled to one apprentice; from 10 to 20 men, two apprentices; said apprentices to serve four years' apprenticeship.

FIFTH. No union carpenter shall work for more than two days with a non-union man without reporting the same to the business agent, and all persons using carpenters' tools without the quarterly working card of this district will be considered non-union.

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SIXTH. All trim, sash, doors and blinds, must bear the Union Label of the United Brotherhood of Carpenters and Joiners of America. Any member of this district, or person using the quarterly working card of district, who is required to put up material not bearing the label of the U. B., shall report the same and all facts in the case, in writing, to the business agent at once, and the business agent shall investigate the case immediately. All members of the joint D. C. reserve the right to quit work on any job where non-union material is used, without violating this agreement after employers are notified by the business agent.

SEVENTH. All members of the U. B. or A. S. of C. & J., coming into this district must apply to the business agent for a work card.

EIGHTH. All members of the district shall be paid every Saturday on job or in the shop, on or before 12 M. (noon), or they shall take sufficient time in the regular work day to go to shop or office to receive their pay.

NINTH. No union carpenter shall work for any contractor, or with any person or persons who act in the capacity of contractor who work with carpenter tools, unless said contractor and all members of the said contracting firm or corporation who work or desire to work with carpenter tools, pay into the District Council of Carpenters the sum of \$200 (two hundred dollars) yearly; this sum is to cover the lost time that our members have to endure by contractors who work with the tools, and thereby take our members' places.

TENTH. Should either party to this agreement desire a change for the following year, notice must be given of same on or before February 1, 1909.

ELEVENTH. All employers signing this agreement will be placed on the fair list of the Building Trades' Council.

.....
Employer.
.....
Business Agt. of D. C.

TUXEDO AND VICINITY, CAPENTERS AND JOINERS.

[Reported by union as signed by six employers.]

*Agreement between the Master Carpenters and Tuxedo Local Union No. 389,
U. B. of C. & J. of A.*

It is hereby agreed to by the Master Carpenters (hereinafter designated the Employers) of Tuxedo, Sloatsburg and vicinity and Local No. 389, U. B. of C. & J. of A.

SECTION 1. That from May 1, 1906, to May 1, 1907, the hours of labor shall be eight hours for the first five days commencing Monday, and that on Saturday from the usual time of starting until 12 o'clock noon, making 44 hours for a week's work, and a minimum rate of wages of 41 cents per hour for journeymen carpenters.

SECTION 2. That said Employers shall employ none but members of the United Brotherhood of Carpenters and Joiners of America, in good standing in their respective local unions.

SECTION 3. No member of the Union shall be discharged for inquiring after the cards of journeymen carpenters and joiners on any jobs of the Employers, nor shall any business agent be interfered with, when visiting any building under construction.

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SECTION 4. Any member who has not worked four (4) years at the trade is allowed to make his own rate of wages, and must report same to his Local Union.

SECTION 5. That no member of the Union shall do any work for any owner under the Employers' prices.

SECTION 6. That the Builders will meet committee from the Local Union the last week in November, with full power to consider and make the yearly agreement, to take effect at the expiration of this agreement.

SECTION 7. No member of the Union shall go on strike, nor shall any Employer lock-out any member of this Union for any grievance, but the same shall be submitted to an arbitration board to consist of four (4) members—two (2) chosen by the Employers and two (2) chosen by the Local Union—these four (4) members to choose an umpire, and a decision of the majority of the board, or of the umpire, to be final and binding on both parties.

SECTION 8. Time and one-half for all dipped shingles and creosote work, double time for all overtime and the following holidays: Decoration Day, Fourth of July, Labor Day, Christmas Day, and all Sunday work.

WHITE PLAINS, HOD CARRIERS AND BUILDING LABORERS.

WHITE PLAINS, N. Y., November 18, 1905.

Articles of agreement to take effect April 1, 1906, for one year.

We, the undersigned Contractors and Builders of White Plains and Hod Carriers and Building Laborers of America, Local Union No. 9, of White Plains, N. Y., do with each other enter into the following agreements:

ARTICLE I. That eight hours shall constitute a day's work.

ARTICLE II. That the rate of wages shall be \$2.50 per day.

ARTICLE III. That our representative be empowered to examine members' cards at all times.

ARTICLE IV. That none but recognized members of Hod Carriers and Building Laborers of America shall be employed. If Union men cannot be found a Non-Union man can be used if he will consent to join the Union, the boss to be responsible for the first payment to the Union.

ARTICLE V. That all differences between men and bosses shall be referred to an arbitration committee of six (6) members, consisting of three from the Hod Carriers and Building Laborers and three from the Master Builders, who shall meet within 48 hours. A failure of either party will be sufficient cause for a strike and lockout.

ARTICLE VI. That any hod carrier or building laborer working overtime shall receive pay for time and one-half and double time for Sundays and the following holidays: Decoration Day, Fourth of July, Thanksgiving Day and Christmas Day. Labor Day no man allowed to work.

ARTICLE VII. That no demand for wages shall be enacted before first giving six months' notice previous to the enforcement of such demands. The parties to this agreement to give notice within ninety (90) days as to acceptance or refusal of said demands.

ARTICLE VIII. That all men be paid upon the same pay day as the masons.

ARTICLE IX. Classification of work. The placing and handling of stone and mortar to masons, mixing and handling of cement, concrete whether for

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floors, tiers and foundations, the handling and mixing of cement blocks, the mixing of material and carrying to plasterers, the mixing of material and carrying as wheeling of brick including front brick-to bricklayers, the cleaning of floors and debris from buildings. No apprentice mason to be allowed to interfere with the hod carrier and building laborers.

ARTICLE X. In expression of good faith we, the contracting parties, do hereby set our hands and seals this 31st day of March, 1906.

MORRIS LEEPER,
PETER MULLEN,
ROCCO BRIANTE,
JAMES MALLY,
J. W. OWENS,
FRANK MAGNOTTA.

WHITE PLAINS, PLUMBERS.

[Reported by union as signed by nine employers.]

WHITE PLAINS, N. Y., October 11, 1906.

An agreement between the Master Plumbers of White Plains, N. Y., and the Plumbers' Local No. 299 of White Plains, N. Y., for two years, beginning May 1, 1907, and ending May 1, 1909.

ARTICLE I. Wages to be \$4 per day of eight hours. Wages for junior plumbers to be \$2.75. Overtime to be time and half; Sundays and holidays to be double time. Half holidays during months of June, July and August to be time and half.

ARTICLE II. That there be only one junior to a shop, where only recognized journeymen are employed.

ARTICLE III. That our representative have privilege at all times to examine members' cards and none but Union men be employed.

ARTICLE IV. That we have half-holiday Saturday for the months of June, July and August *without pay*.

YONKERS, BRICKLAYERS AND MASONS.

We, the undersigned members of the Master Masons' Association of this city, do hereby agree to enter into the following agreement with the Bricklayers' and Plasterers' Union No. 22, of this city:

ARTICLE I. That eight hours shall constitute a day's work the first five working days in the week, and four hours on Saturday. The hours to be from 8 A. M. to 5 P. M. with one hour for lunch. Saturday hours to be from 8 A. M. to 12 M.

ARTICLE II. That the rate of wages shall be fifty-five (55) cents per hour on all overground work. Underground work, such as manholes, tunnels, etc., to be paid at the rate of five dollars (\$5) per day.

ARTICLE III. That the Union as a whole or individual shall not order any strike against any member of the Master Masons' Association collectively or individually; nor shall any number of Union men leave the work of a member of the Master Masons' Association before the matter in dispute is brought before the joint Arbitration Board for settlement.

SECTION 2, ARTICLE III. Any member of this Union discharged for upholding the constitution and by-laws of this Union can appeal to Arbitration

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Board, and if found to be within his rights he shall be paid for the time he has lost or until Arbitration Board gives its decision. This Board to meet inside twenty-four (24) hours, if possible.

ARTICLE IV. All time before or after regular working hours shall be paid double rates; also for Sundays and the holidays, New Year's, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas.

ARTICLE V. That the shop steward or walking delegate shall have the privilege to inspect cards of bricklayers and plasterers at any time.

ARTICLE VI. A member working on a job, shall, if laid off, receive his wages (if he demand them), within four hours after said demand. If discharged he shall receive his wages at once. If this demand is not complied with he shall be entitled to regular rate of wages for such time as he shall wait.

ARTICLE VII. That the Master Masons' Association will not ask any member of this Union for or take any kind of a card from their organization.

ARTICLE VIII. That the Bricklayers' and Plasterers' Union will give the Master Masons' Association at least 6 months' notice before they seek any further demands.

ARTICLE IX. Where foremen over masons are masons they shall be members of the B. & M. I. U.

ARTICLE X. That the men must be paid every Saturday before 1 o'clock. Waiting time to be collected for any violation of this Article.

ARTICLE XI. This agreement shall be in effect for one year from April 1, 1905, to April 1, 1906.

For Master Masons' Association of Yonkers,

HENRY BARK,
ROBERT FERGUSON,
THOMAS F. LABKIN.

For Bricklayers' and Plasterers' Union of Yonkers,

WM. H. HUTCHINSON, *Chairman*.
EDWARD CONNORS,
JAMES WILSON,
THOMAS A. BROWNE,
ROBERT GRIFFIN,
Committee.

YONKERS, PLUMBERS.

[Reported by union as signed by twenty-five employers.]

Agreement between the Master Plumbers' Association and Local Union No. 152, Yonkers, N. Y., December 28, 1905.

At a joint meeting of committees representing the Master Plumbers' Association and Local Union No. 152 of the W. A., the following agreement was adopted, to take effect from January 1, 1906, to December 31, 1906.

CLAUSE I. The members of the Master Plumbers' Association agree to give the members of Local No. 152 the preference, when employing men, and the members of Local No. 152 agree to give the members of the Master Plumbers' Association the preference, when seeking employment.

CLAUSE II. There shall be a permanent committee of five members from each organization, to be known as the Joint Conference Board of the Master and Journeymen's Association.

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CLAUSE III. All grievances arising between the Master Plumbers' Association and Local No. 152 shall be referred to the above Board, for settlement, and their decision shall be binding and final to the members of each Association.

CLAUSE IV. Eight (8) hours shall constitute a day's work, from eight (8) A. M. to twelve (12) noon, and from one (1) P. M. to five (5) P. M. Employers shall have the power to compel their men to take one-half hour for lunch during November, December, January, February and March.

Four (4) hours' work shall constitute a day's work on Saturdays, with four (4) hours' pay, from eight (8) A. M. to twelve (12) noon. When necessary to employ man or men on Saturday afternoon, after twelve (12) o'clock, all shall be paid at the rate of double time.

A man on jobbing and needing material for the next day, shall report to his shop at quarter before eight.

CLAUSE V. It shall be the duty of every plumber to provide for his own use, a proper set of working tools.

CLAUSE VI. All overtime shall begin at five (5) P. M. on week days, and twelve (12) o'clock noon on Saturdays, on the regular working days of the year, and shall be paid at the rate of double time; also all Sundays and the following holidays: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas.

CLAUSE VII. No strikes or lockouts, shall be ordered, as the result of any difference that may arise between employer or employee, without first submitting the question in dispute to a committee of five from the Local, directly affected, and the same number from the Master Plumbers' Association; should these be unable to agree, the matter be referred to the Arbitration Committee, consisting of five members from the Local affected and an equal number from the Master Plumbers' Association, they to select a Referee, and the decision of this Board to be final and binding on all parties in all questions.

CLAUSE VIII. No plumber shall work, or be allowed to work, on any job where a member of the Master Plumbers' Association has done work for which he has not been paid.

CLAUSE IX. Any work done by a Senior Journeyman, and returned to his employer, as defective, through carelessness or negligence, shall be remedied and made perfect by both parties. If after trial by this Conference Board, it is proven to have been the fault of the Senior Journeyman, his Local shall pay the cost of repairing the same; and if proven innocent the Master Plumbers' Association shall pay him for his labor. Each Association shall deposit the sum of fifty (50) dollars, to provide for the payment of fines. This clause to go into effect sixty days after this agreement is signed.

CLAUSE X. All wages to be paid weekly, at the rate of four dollars (\$4) per day.

CLAUSE XI. Any journeyman doing work for any one outside of his employer, shall be fined ten dollars (\$10) for his first offence.

CLAUSE XII. There are to be no more boys taken on for one year; and all boys, working at the trade at the present time, be registered by the Conference Board and be given a card, which must be changed every three months, at the rate of twenty-five cents (25c.) per quarter.

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The wages to be paid at employers' option, up to and including fourth year, when the boy shall be known as a Junior Plumber, the wages to be paid to such Junior Plumber not less than three dollars (\$3) per day, for the following two years, when said Junior Plumber shall, if desired by this Conference Board, capable of becoming a Senior Journeyman, be paid the rate of wages, which shall at such times be the standard rate agreed upon by both organizations.

That no Master Plumber shall be allowed to have more than one Junior Plumber working with tools, to every four journeymen or fraction of that number, in his or their employment; and further, that no shop shall, at any time, have more than three Juniors in his or their employment.

CLAUSE XIII. Any member of either Association, at any time applying for admission to the other Association, it shall be his duty to furnish a clearance card from his last Association.

CLAUSE XIV. The regular meetings of the Conference Board will be held on the last Thursday of each month.

Signed, December 28, 1905, by the following:

E. W. COSTELLO,
WM. E. BOOTH,
J. D. THOMPSON,
J. COLLINS,
JOHN MAGNER,
A. W. BILLINGS,
JOHN WELSH,
ABE SILVERSTEIN,
FRANK DODDS,
THOMAS CAREY.

YONKERS, STEAM AND HOT WATER FITTERS.

Steam, Hot Water and Power Pipe Fitters and Helpers Advance Association, Local No. 39, International Association, to the Employing Steam and Hot Water Fitters, of Yonkers, N. Y., Agreement:

WHEREAS, It is desired to have a decided understanding between the Employing Steam and Hot Water Fitters of Yonkers, N. Y., and the Steam and Hot Water Fitters and Helpers Advance Association of Yonkers, N. Y., for their mutual benefit.

Therefore, It is agreed by and between the Employing Steam and Hot Water Fitters of Yonkers, N. Y., and the aforesaid Steam and Hot Water Fitters and Helpers Advance Association, that the following rules for the government and guidance of all persons engaged in the business either as employers or employees are in force and effect and binding upon both parties.

ARTICLE I. Eight (8) hours shall constitute a day's work, commencing at eight (8) o'clock A. M. and ending not later than five (5) o'clock P. M., except on Saturday, when the hours of work will be from eight (8) o'clock A. M. to twelve (12) o'clock noon. All overtime or work done on Sundays or Saturdays after twelve (12) o'clock noon and the following holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double time.

ARTICLE II. Steam fitters shall receive as a minimum rate fifty (50) cents per hour.

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Helpers shall receive as a minimum rate twenty-five (25) cents per hour.

ARTICLE III. A helper can work as second man in the city of Yonkers providing all journeymen of Local No. 39 of Yonkers are employed.

ARTICLE IV. No steam fitter shall work more than one helper, except distributing material.

ARTICLE V. Steam fitters and helpers shall be paid their wages in full weekly.

ARTICLE VI. Expense and board to be paid steam fitters and helpers when sent out of the city and the wages to be same as those governing Local Branch at said place, provided said wages are not lower than those of Local No. 39. A proposal for scale of wages before the expiration of time specified in Article VIII shall not be construed as a violation of agreement.

ARTICLE VII. All grievances must be arbitrated by a committee consisting of members of the employing steam fitters of Yonkers, N. Y., and members of Steam and Hot Water Fitters and Helpers Advance Association of Yonkers, N. Y., which committee shall act for the persons so represented.

ARTICLE VIII. No change in the hours of employment named herein or a termination of this agreement shall be demanded, except such change or termination is to take effect on the first day of July in any year, and not then unless notice be given on or before the first day of March preceding, by the party asking such change or termination, and in writing duly served.

ARTICLE IX. All persons signing this agreement, agree to hire as steam fitters and helpers none but members in good standing of the International Association of Steam, Hot Water and Power Pipe Fitters and Helpers.

ARTICLE X. It will be the duty of all members of the Steam and Hot Water Fitters and Helpers Advance Association to use their influence to see that all members shall work for the best interests of their employers.

ARTICLE XI. A sympathetic strike ordered or declared by Central bodies with which Advance Association is affiliated shall not be construed as a violation of this agreement.

ARTICLE XII. The case of any one violating this agreement or any part thereof shall be submitted to a Joint Arbitration Committee who shall investigate the case and decide what discipline shall be imposed upon the offending party.

The above agreement to go into full force and effect on the first day of September, 1905.

Dated, Yonkers, N. Y.,, 1905.

XIII. TRANSPORTATION.

MARINE WORKERS (GREAT LAKES).

(a) LAKE SEAMEN.

[A similar agreement with the Lumber Carriers' Association is on file.]

This Agreement, made and entered into at the City of Detroit, by and between The Lake Carriers' Association, a corporation of the State of West Virginia, by its Executive Committee, duly authorized, and The Lake Seamen's Union, by its duly authorized representatives, Witnesseth as follows:

SECTION 1. This agreement is made for the navigation season of 1906 on the Great Lakes for all vessels enrolled, or hereafter enrolled, in the Lake Carriers' Association.

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SECTION 2. All steamers covered by this contract shall carry members of the Lake Seamen's Union in the following capacities: Wheelsmen, watchmen, lookoutsmen, between-deck watchmen and ordinary seamen.

SECTION 3. All barges covered by this contract shall carry members of the Lake Seamen's Union in the following capacities: Mates, sailors and donkeymen.

SECTION 4. The Lake Seamen's Union agrees to furnish a sufficient number of competent men to fill the above mentioned capacities when called upon to do so, to the best of its ability, but in the event that the Lake Seamen's Union is unable to furnish a sufficient number of men when called upon, the owner, agent or captain may ship non-union men until such time as union men can be obtained. It is understood and agreed that whenever on account of the inability of the Seamen's Union to furnish men, and non-union men are employed, said non-union men are to be shipped for the round trip and there shall be no interference with non-union men so employed during the said round trip.

At least three hours' notice to be given union office for men unless men desert just before vessel started, then vessel can take quickest obtainable.

SECTION 5. The rules with reference to the number of wheelsmen, watchmen and lookoutsmen carried on all steamers shall remain the same as heretofore. Steamers not covered by the following manning scale shall carry the same number of ordinary seamen as heretofore.

Steamers in the package freight trade of 2400 gross tons to 2500 gross tons, Government register, shall carry no less than five ordinary seamen. Steamers in package freight trade of 2500 gross tons or over, Government register, shall carry six ordinary seamen.

COARSE FREIGHTERS.

Steamers of 1500 gross tons, Government register, up to 2500 gross tons, shall carry the same number of ordinary seamen as heretofore, but not less than three. Steamers of over 2500 gross tons, and up to 4000 gross tons shall carry the same number of ordinary seamen as heretofore, but not less than four. Steamers of over 4000 gross tons to 5500 gross tons, same as heretofore but not less than five. Steamers of over 5500 gross tons shall carry the same number of men as heretofore, but not less than six.

SECTION 6. No man shall work more than ten hours per day for one day's pay unless he is given watch and watch, the captain, however, to be the sole judge as to the necessity of when he requires the services of the whole crew. The rate for overtime shall be twenty-five cents per hour.

Wheelsmen, watchmen and lookoutsmen on package freight boats shall be governed by the same rules as heretofore.

Crews shall be given time during working hours to, and shall keep their quarters in clean and sanitary condition.

Ordinary seamen shall not be required to pass coal for more than one fireman each.

SECTION 7. Tow barges of 850 gross tons, Government register, and up to 2100 gross tons, Government register, shall carry no less than one mate, one donkeyman and four able-bodied seamen before the mast. Tow barges of over 2100 gross tons, Government register, shall carry one mate, one engineer or donkeyman and six able-bodied seamen. On whalebacks of the

smaller class carrying a towing machine and carrying an engineer, they shall carry a mate and four able-bodied seamen.

SECTION 8. On all vessels in the salt, alabaster, stone, railroad-iron, pig-iron, cedar or pulp-wood trade, the men shall receive twenty-five (25c.) cents per hour when working at cargo at all times over and above their regular wages.

SECTION 9. All vessels covered by this contract shall provide well-lighted, well-ventilated, clean sleeping quarters, the beds shall have good mattresses, springs and pillows and clean linen at least once each trip. All vessels shall carry a full equipment of life-saving apparatus.

All tow barges must have a wheelhouse on and after September 15, 1906.

SECTION 10. It is further agreed that all requisitions for men to be furnished under this contract shall be made by the officers of the vessels covered hereby to the Shipping Master of the Lake Carriers' Association or his assistants at the port nearest to which such vessel is lying, and such Shipping Master in turn shall make requisition on the Shipping Officers of the Lake Seamen's Union for all such men. And if any transportation is required to get the men to the vessel, the same shall be furnished by the Shipping Master of the Lake Carriers' Association, the Shipping Officers of the Seamen's Union guaranteeing that men so furnished with transportation will ship and serve for the trip on the boats to which they have been assigned. Nothing in this article shall prevent or prohibit the master or officer of a vessel shipping union men who may apply to him for a job as heretofore.

SECTION 11. It is understood and agreed that in the event of any grievance no man shall quit without first consulting with the agent or delegate of the Lake Seamen's Union.

There shall be no Sunday or legal holiday work such as painting, scrubbing of paint or cleaning brass; cleaning of decks, however, not to be construed under this paragraph as unnecessary.

SECTION 12. It is further understood that after a vessel has completed her round trip, if any of the employees covered by this agreement quit, there shall be no obligation to hire others until they are needed.

In case a vessel goes out of commission before the completion of the trip for which the crew have been engaged, the crew shall receive railroad transportation to the port where the trip was commenced.

SECTION 13. It is also agreed that the officers of the Lake Seamen's Union shall be kept open day and night during the season of navigation at the ports of Buffalo, Ashtabula, Cleveland, South Chicago, Chicago, Milwaukee and Detroit.

It is understood that there will be no objection to a boat carrying five ordinary seamen and five able-bodied seamen in place of six ordinary seamen and four able-bodied seamen if the captain so desires.

SECTION 14. In the event of any differences arising between the two parties hereto as to the meaning or intent of this contract, the men shall continue to work and said differences shall be arbitrated.

WAGE SCALE.

Subject to the foregoing terms and conditions, the Lake Carriers' Association and the members of the Lake Seamen's Union do hereby agree to the following scale of wages for the said season of 1906:

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SECTION 1. The rate for wheelmen, watchmen and lookoutsmen employed under this agreement shall be at the rate of forty-five (\$45) dollars per month from the opening of navigation to the first day of October, and from the first day of October to the close of the season of navigation at the rate of sixty-five (\$65) dollars per month.

SECTION 2. Ordinary seamen shall receive at the rate of twenty-seven dollars and fifty cents (\$27.50) per month from the opening of navigation to October first, and at the rate of thirty-seven dollars and fifty cents (\$37.50) per month from October first to the close of navigation.

SECTION 3. Mates on tow barges of the larger class (vessels which paid their mates \$70 a month last year) shall be seventy (\$70) dollars per month for the entire season. Mates on other barges shall receive not less than ten (\$10) dollars per month more than seamen on the same vessel; and donkeymen five (\$5) dollars per month more than seamen.

SECTION 4. Able-bodied seamen on tow barges shall receive forty-five (\$45) dollars per month until October first, and sixty-five dollars (\$65) per month from October first to the close of navigation.

SECTION 5. Engineers on tow barges carrying towing machines shall receive sixty-seven and one-half (\$67.50) dollars per month.

SECTION 6. It is further agreed that the wages on steamers and barges while fitting out, and while the crew is not boarded on the vessel, shall be \$1.75 per day.

It is the intention of the parties to this agreement that the Lake Seamen's Union shall and must furnish and supply to all vessels of the Lake Carriers' Association all of the men they require of the classes mentioned herein, to the utmost of their ability.

It is understood that the said Seamen's Union agrees that it will at all times use its best efforts and so far as possible guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lake Carriers' Association; and further, that the said Seamen's Union will not order or allow its members to go on strike for any cause.

In Witness Whereof, The Lake Carriers' Association, by its Executive Committee as aforesaid, has caused this contract to be subscribed and made on its behalf; and the said Lake Seamen's Union, has caused this agreement to be subscribed and entered into on its behalf by its representatives, whose names are also hereunto subscribed; at the City of Detroit, this twenty-eighth day of March, 1906.

The Lake Carriers' Association,

By W. LIVINGSTONE, *President*.

The Lake Seamen's Union,

By WM. PENJE, *Secretary*,

V. A. OLANDER,

JAS. R. SCANLON,

THOMAS LESTER,

GEO. HANSEN,

JOHN BUCKLEY,

WM. CURRY,

WM. ROBERTS,

W. H. JENKINS.

(b) MARINE COOKS AND STEWARDS.

[Similar agreements are on file between the Marine Cooks and Stewards and the Lumber Carriers' Association and various dock and towing companies of Chicago and Cleveland.]

This Agreement, made and entered into at the City of Detroit, Michigan, March 29, 1906, by and between the Lake Carriers' Association, a corporation of the State of West Virginia, by its Executive Committee, duly authorized, and the Marine Cooks' and Stewards' Union of the Great Lakes, by their duly authorized representatives, Witnesseth as follows:

SECTION 1. This agreement is made for the year commencing April 1, 1906, to April 1, 1907, on the Great Lakes for all vessels enrolled or hereafter enrolled in the Lake Carriers' Association.

SECTION 2. It is understood and agreed that vessels covered by this agreement shall carry members of the Marine Cooks' and Stewards' Union in the following capacities: First cook, second cook, porter and waiter as follows:

Boats of 4,000 gross tons and over, Government register, shall carry a porter when in commission. Boats of less than 4,000 gross tons, Government register, shall carry a porter when they have three passengers or more on board.

All boats carrying porters permanently during the season of 1905 shall carry porters permanently during the season of 1906.

SECTION 3. It is agreed that the Marine Cooks' and Stewards' Union as aforesaid is to furnish cooks to all vessels covered by this contract under the terms and conditions hereof to the utmost extent of their ability, which they hereby undertake and agree to do. In the event that such Union is unable at any time to promptly furnish sufficient and competent union men when called for by the Shipping Master of the Lake Carriers' Association, the captain of the vessel for which such men may be required may ship non-union men to fill such shortage for not longer than the ensuing round trip, and such non-union men shall not be disturbed before the expiration of their term of shipment.

SECTION 4. It is distinctly understood and agreed that all men working under this contract shall observe and perform and execute faithfully, promptly and cheerfully all orders given by the captain or his executive officers.

SECTION 5. It is further understood and agreed that no union man shipping on any boat covered by this contract for the trip shall desert the ship before the round trip is completed, and in case he does so desert before the trip is completed the captain shall report such desertion to the Shipping Master of the Lake Carriers' Association, who shall in turn report it to the officers of the Marine Cooks' and Stewards' Union aforesaid. Such deserter shall not be again employed under this contract within thirty days thereafter.

It is further understood and agreed that in cases wherein a man is suspended by his Union for any cause, his union book shall be taken from him and not returned to him until the full time of his suspension has expired.

SECTION 6. It is further agreed that all requisitions for men to be furnished under this contract shall be made by the officers of the vessels covered hereby to the Shipping Master of the Lake Carriers' Association or his assistants at the port nearest to which such vessel is lying, and such Shipping Master shall in turn make requisition on the shipping officers of the Marine

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Cooks' and Stewards' Union for all such men, and if any transportation is required to get the men to the vessel the same shall be furnished by the Shipping Master of the Lake Carriers' Association, the shipping officers of the Marine Cooks' and Stewards' Union guaranteeing that men so furnished with transportation will ship and serve for the trip on the boats to which the same have been assigned.

Nothing in this article shall prevent or prohibit the master or other officers of a vessel shipping union men who may apply to him for a job as heretofore.

Stewards shall be allowed a reasonable time to fit out before feeding the crew.

Proper sleeping accommodations shall be provided for the kitchen crew.

All boats with passenger dining rooms aft shall carry a waiter while carrying passengers.

SECTION 7. All men furnished under and pursuant to this contract must be satisfactory to the captain of the vessel on which it is proposed to ship them.

SECTION 8. It is understood that the said Marine Cooks' and Stewards' Union agrees that it will at all times use its best efforts, and so far as possible guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lake Carriers' Association; and further, that the said Marine Cooks' and Stewards' Union will not order or allow its members to go on strike for any cause.

SECTION 9. In the event of any difference arising between the two parties hereto as to the meaning or intent of any part of this contract, the men shall continue to work and said difference shall be arbitrated in the usual way within thirty days.

WAGE SCALE.

Subject to the foregoing terms and conditions, the members of the Marine Cooks' and Stewards' Union of the Great Lakes do hereby agree to the following scale of wages for the season of 1906 and agree to accept and abide by such scale of wages and carry out this contract for the entire season ensuing, and the vessels of the Lake Carriers' Association shall pay said scale of wages:

SECTION 1. Chief cooks on all vessels of 4,000 gross tons and over, Government register, shall receive wages at the rate of eighty (\$80) dollars per month.

SECTION 2. Chief cooks on all vessels of less than 4,000 gross tons, Government register, shall receive wages at the rate of seventy (\$70) dollars per month.

SECTION 3. Second cooks and waiters on all vessels where carried shall receive wages at the rate of thirty (\$30) dollars per month to the first day of October, and at the rate of thirty-seven dollars and fifty cents (\$37.50) from the first day of October to the close of navigation.

SECTION 4. Porters on all vessels where carried shall receive wages at the rate of twenty-five (\$25) dollars per month to October first, and at the rate of thirty-five (\$35) dollars per month from the first day of October to the close of navigation, except on package freight boats, who shall receive the same pay as second cooks.

SECTION 5. It is distinctly understood and agreed that passenger vessels shall carry union men whenever the same can be obtained satisfactory to the

chief steward, at the rate of wages agreed upon between such chief steward and the men so employed.

It is also specially understood and agreed that no part of this agreement and contract except the last foregoing clause shall have any application to, or be binding upon passenger vessels or tugs, and that each passenger vessel or line may make its own agreements separately with its cooks, stewards and porters, according to the peculiar needs and conditions of each line or vessel as they may see fit.

SECTION 6. Cooks on tow barges shall receive the same wages as the seamen on the same barges.

SECTION 7. It is further agreed that on tow barges of a carrying capacity of 2,500 tons or less, the captain may carry his wife as cook, and on steam barges of all classes the cook may carry his wife as second cook.

In Witness Whereof, The Lake Carriers' Association, by its Executive Committee as aforesaid, has caused this contract to be made and subscribed on its behalf, and the said Marine Cooks and Stewards' Union of the Great Lakes has caused this agreement to be subscribed and entered into on its behalf by its representatives whose names are also hercunto subscribed, at the City of Detroit, the day and year as above written.

The Lake Carriers' Association,

By W. LIVINGSTONE, *President*.

The Marine Cooks' and Stewards' Union,

By WM. PENJE, *President, I. S. U. of A.*

R. H. WALKER, *General Sec'y M. C. & S. U.*

DAVID ENGLISH,

J. M. SECORD,

JOS. P. NAUGHTIN,

CHAS. PATCHIN,

JOHN EAGAN.

(c) MARINE ENGINEERS.

Scale of Wages for 1906 of the Marine Engineers' Beneficial Association for Steamers of Great Lakes District, and explanations of same.

This schedule does not apply to certain car ferry steamers, passenger ferry steamers and miscellaneous steamers, where special agreements have been entered into.

All references to tonnage to be construed as gross tons.

STEEL FREIGHT STEAMERS.

CLASS A. All steamers over 5,500 tons.

CLASS B. All bulk freight steamers of 2,100 tons and less than 5,500 tons.

CLASS C. All steamers of 500 tons and not included in Classes A and B.

CLASS D. All steamers under 500 tons.

CREW LIST AND WAGES.

All A Class steamers to carry three engineers. Wages — Chief Engineer, \$175 per month; First Assistant Engineer, \$115 per month; Second Assistant Engineer, \$80 per month.

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All B Class steamers, equipped with water tube boilers and mechanical stokers, to carry three engineers. Wages — Chief Engineer, \$150 per month; First Assistant Engineer, \$100 per month; Second Assistant Engineer, \$75 per month. All other B Class steamers to carry two engineers. Wages — Chief Engineer, \$150 per month; Assistant Engineer, \$100 per month.

All C Class steamers to carry two engineers. Wages — Chief Engineer, \$125 per month; Assistant Engineer, \$90 per month.

All D Class steamers to carry two engineers. Wages — Chief Engineer, \$105 per month; Assistant Engineer, \$75 per month.

Steel package freight steamers of 3,000 to 5,500 gross tons, to carry three engineers, whose wages shall be as follows: Chief Engineer, \$150 per month; First Assistant, \$100 per month; Second Assistant, \$75 per month.

Steel package freight steamers of 1,800 to 3,000 gross tons to carry two engineers, whose wages shall be as follows: Chief Engineer, \$150 per month; First Assistant, \$100 per month.

OILERS, ETC., REQUIRED ON STEEL FREIGHT AND PASSENGER STEAMERS.

All A and B Class steamers to carry two oilers and water tenders where required.

All B Class steamers having water boilers or more than three boilers of any kind are to carry two (2) oilers and water tenders where required. All other B Class steamers not included in above are to carry (2) oilers.

Handy men are also to be carried where required.

All B Class passenger steamers to carry not less than one (1) oiler.

All C Class steamers over 1,000 tons having water bottoms and auxiliary machinery to include electric light engines, steam steering engines, capstan engines, steam windlasses, blowing engines, hoisting engines, running shaft line — two oilers. All other C Class steamers of 1,000 tons or over, having water bottoms, steering engine and windlass engine only — one oiler.

WOODEN FREIGHT STEAMERS.

CLASS A. All bulk freight steamers of 1,200 tons or over, and all package freight steamers of 750 tons or over.

CLASS B. All bulk freight steamers of 600 tons and less than 1,200 tons, and all package freight steamers of 600 tons and less than 750 tons.

CLASS C. All steamers of 200 tons and less than 600 tons.

CLASS D. All steamers not included in classes A, B and C.

CREW LIST.

All steamers to carry two engineers. All A Class package freight steamers over 1,500 tons, to carry two oilers. All under 1,500 tons, one oiler. All A Class bulk freight steamers over 1,500 tons to carry not less than one oiler.

WAGES.

CLASS A. Chief engineer, \$125 per month; assistant engineer, \$90 per month.

CLASS B. Chief engineer, \$114 per month; assistant engineer, \$84 per month.

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CLASS C. Chief engineer, \$105 per month; assistant engineer, \$75 per month.

CLASS D. Chief engineer, \$95 per month; assistant engineer, \$65 per month.

The steamers John Rugee, Hecla, Iron Duke, Avon, Nicaragua, and all other steamers that may engage in like trade on Lake Ontario shall be required to carry one (1) oiler.

Engineers shall not handle hoisting engines or cargo on vessels of the Great Lakes.

When fitting out or laying up, both chief engineer and assistant engineer must be employed.

All engineers shall receive their board while fitting out and laying up, and transportation shall be furnished them going to the boat to fit out, and to the lake port nearest their home after boat has gone out of commission.

No engineer shall be required to occupy a sleeping apartment in company with any one not a member of the engineer's department, and in case such a condition is presented, the engineer shall not be supplanted in his position by any other member of this organization.

This schedule to be effective until revised or amended by the Lake Conference or its representatives, with the necessary permission from the National President and Advisory Board.

(d) MARINE FIREMEN, OILERS AND WATER TENDERS.

[A similar agreement is on file with the Lumber Carriers' Association.]

This Agreement, made and entered into in the City of Cleveland, this 15th day of June, 1906, by and between the Lake Carriers' Association, a corporation of the State of West Virginia, by its Executive Committee, duly authorized, and the Marine Firemen's Local No. 124 of the I. L., M. & T. A., duly authorized representatives, Witnesseth:

1. This agreement is made for the navigation season of 1906 on the Great Lakes for all vessels enrolled, or may hereafter be enrolled in the Lake Carriers' Association.

2. It is understood and agreed that steamers covered by this contract shall not be required to carry any more or less men than was the custom previous to 1905, except in cases where men are unable to do the work; then they can apply to the engineer or owner for such additional help as the engineer may deem necessary. And in the event of differences arising, the same shall be adjusted promptly by the presidents of the parties hereto respectively, and if unable to agree, shall call in a third disinterested party, and the decision of a majority of these three shall be final and binding.

3. In the event that the Firemen's Union Local No. 124, I. L., M. & T. A., is unable to furnish sufficient men when called for by the engineer or his representative, he may ship non-union men to fill such shortage for not longer than the ensuing round trip; and such non-union men shall not be disturbed before the expiration of their terms of shipment for the trip, as above provided.

4. It is understood and agreed that all men employed under this contract shall be under the direction and control of the engineer, and at all times subject to his orders.

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5. It is further understood and agreed that no union man shipping on any boat covered by this contract for the trip, shall desert the ship before the trip is completed (and then, if he decides to quit, must give the engineer twelve hours' notice before doing so), or under any circumstances refuse to perform his duty, and in case he does so before the trip is completed, such action shall be reported to the Marine Firemen, Oilers and Water-Tenders' Union, who agree to at once discipline him and not offer him for shipment for a period of thirty days.

6. It is further agreed that all requisitions for men to be furnished under this contract shall be made to the officers or agents of the Marine Firemen, Oilers and Water-Tenders' Union when not shipped aboard the boat, and if any transportation is required to get the men to the vessel, the same shall be furnished by the Marine Firemen's Local, who, in turn, shall be reimbursed by the captain after such men have made the round trip as agreed. Nothing in this article shall prevent or prohibit the engineer of the vessel from shipping union men who may apply to him as heretofore.

7. It is also agreed that the offices of the Firemen's Local shall be kept open until 10 p. m. each day during the navigation season, at the ports of Buffalo, Conneaut, Ashtabula, Cleveland, Toledo, Bay City, Chicago, South Chicago, Milwaukee, Superior and Ogdensburg; and also that the office at Detroit shall be kept open night and day without intermission for the transaction of business.

8. In the event of men shipping for a round trip and the boat lays up without completing the round trip, railroad transportation shall be furnished the men to the port from which they shipped.

WAGE SCALE.

Subject to the foregoing terms and conditions, the Lake Carriers' Association and the members of the Marine Firemen, Oilers and Water-Tenders' Association do hereby agree to the following scale of wages for the season of 1906.

1. The wages of the men employed in fitting out shall be one dollar and seventy-five cents per day while they are not boarded on the vessel. As soon as they are shipped for the trip and the vessel is in commission, the rate shall be the schedule hereinafter provided.

2. The rate of wages for firemen, oilers and water-tenders shall be at the rate of forty-five dollars per month until October first, and from October first the wage to be sixty-five dollars per month and board till the ship is laid up.

3. It is the intention of the parties to this agreement that the Marine Firemen, Oilers and Water-Tenders' Local shall furnish and supply to all vessels of the Lake Carriers' Association all of the men they require of the classes herein mentioned to the utmost of their ability.

4. It is understood and agreed that the Marine Firemen, Oilers and Water-Tenders' Local agrees that it will at all times use its best efforts, and so far as possible, guarantee a sufficient number of men to carry out this contract to the satisfaction of the Lake Carriers' Association; and further, that the said Marine Firemen, Oilers and Water-Tenders' Local will not order or allow its members to go on strike for any cause; but shall not be required to work under police protection on the boat.

5. In the event of any differences arising between the two parties hereto as to the meaning or intent of any part of this contract, the men shall continue to work, and said differences to be arbitrated in the usual way.

In Witness Whereof, The Lake Carriers' Association, by its Executive Committee and President, as aforesaid, has caused this contract to be subscribed and made on its behalf, and the said Marine Firemen, Oilers and Water-Tenders' Local 124, of the I. L., M. & T. A., has caused this agreement to be subscribed and entered into on their behalf, by their representatives, whose names are also hereunto subscribed, at the City of Cleveland, the day and year first above written.

The Marine Firemen, Oilers and Water-Tenders' Association,
EDWARD STACK, *President*,
MICHAEL CASEY, *Secretary*,
JOHN FISHER,
SAM. J. NEILSON,
HUGH MCINTOSH,
CHARLES KENNEDY,
WM. JONES,
DAN'L J. KEEFE, *I. L. M. & T. A.*

The Lake Carriers' Association,
By W. LIVINGSTONE, *President*,
GEO. A. MARR, *Secretary*.

(e) STEAM SHOVEL AND DREDGEMEN, TUGMEN, ETC.

This Agreement, made and entered into at the Sherman House, in Chicago, Ill., on the 5th day of March, 1906, by and between the International Brotherhood of Steam Shovel and Dredgemen, International Brotherhood of Steam Shovel, Dredge Firemen, Oilers, Deck Hands, Scowmen and Watchmen of America; Licensed Tugmen's Protective Association; and the Tug Firemen and Linemen's Association, all affiliated with the International Longshoremen, Marine and Transport Workers Association as party of the first part, and the Great Lake Tug and Dredge Owners Protective Association, owning and operating dredges and tugs for dredging and public work as party of the second part. Witnesseth:

Under the following terms and conditions the party of the first part agrees to furnish the party of the second part competent and experienced men at all times as far as possible:

FIRST. It is understood and agreed that all men employed under this agreement shall while on duty be under the direction and control of the party of the second part, or his representative in charge of the various tugs or dredges, and that the Scowmen be under the control of the captain of the tugs from the time the scow leaves the dredges till the scow returns again.

SECOND. There shall be no discrimination by the party of the first part against any member of the party of the second part nor shall the party of the second part discriminate against any member of the party of the first part; where either party thinks there is discrimination it shall be settled by arbitration.

THIRD. All complaints, grievances, or questions in dispute arising under this agreement that cannot be adjusted by the parties hereto shall be submitted to arbitration as is hereinafter provided for the arbitration of disputes, grievances and controversies.

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FOURTH. If a member of the party of the first part has been discharged, and he believes that such discharge was unjust, he may ask for arbitration; said arbitration board to meet with them ten days after having the matter in dispute submitted to them.

FIFTH. In the event of a man being discharged or quitting work the company may employ a member temporarily to fill such a vacancy for a period not to exceed thirty days; if, however, he is continued in the company's employ longer than thirty days, he cannot be laid off or discharged without just cause.

SIXTH. In the event of a controversy arising between the men or in the event of the men having a grievance, they shall continue to work and all such grievances and controversies will be settled if possible by the representative of the men and the representative of the employer; if such controversy or grievance cannot be settled by them then they shall be arbitrated by choosing a third disinterested man upon whom the representative of the man and the representative of the employer may agree; if the representative of the men and the representative of the employers cannot agree then the matter shall be submitted to the representative of the General Organizations, and the General Manager or his representative of the Great Lakes Tug and Dredge Owners Protective Association; and if they cannot agree then they shall choose a third disinterested man and the said three shall constitute a board of arbitration and the decision of a majority thereof shall be final and binding, and all parties shall abide thereby. It is expressly understood and agreed that said arbitration board shall meet within ten days after the occurrence of the difference requiring arbitration has been submitted to them.

SEVENTH. It is distinctly understood and agreed that no beer or other intoxicating liquors will be permitted to be brought on the property of the Great Lakes Tug and Dredge Owners Protective Association. For a violation of this clause the guilty party or parties may be suspended or discharged.

EIGHTH. Any member of the party of the first part who in voluntary violation of this contract causes the party of the second part financial loss shall be fined by his organization and not offered for service for thirty days, and it is further understood that all organizations that are a party to this agreement will co-operate and assist in the enforcement of this article.

NINTH. It is further understood and agreed that the parties hereto agree to meet in Detroit on the second Monday in February, 1907.

TENTH. There are attached hereto as a part of this agreement schedules of wages marked Exhibits "A" "B" "C" and "D," and made a part hereof. Said schedules of wages and all provisions therein contained are to be respected by all the parties hereto, and are hereby agreed to for the year ending April 1, 1907, as set forth in said respective schedules.

EXHIBIT "A."

[A similar agreement is on file between the Steam Shovel and Dredgemen and a Cleveland Dredge and Tug Company.]

We, the representatives of the International Brotherhood of Steam Shovel and Dredgemen do hereby accept the following scale and conditions for the year ending April 1, 1907:

ARTICLE I. That the parties hereto agree that on and after the signing of this agreement thirty days or nights shall constitute a full month's work

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and that twelve hours' work shall constitute a full day's work. Where men work over twelve hours per day the extra time will be paid for at a rate of time and one-half; double time for working on legal holidays; all Sunday work to be paid for at the rate of time and one-half in addition to the regular monthly salary. No work shall be done on Sunday except by orders from owner or superintendent.

ARTICLE II. It is agreed that dredges working sixteen hours or over (per day) shall carry one chief engineer, two assistant engineers and two cranesmen, and it is further agreed that second engineers are to be employed on all dredges carrying three and one-half yard dippers or over, and also that two cranesmen shall be employed on all dredges carrying five yard dippers or over, and two engineers are to be employed on all dredges working over twelve hours to the day. Where second engineers have been employed on dredges heretofore they shall not be displaced.

ARTICLE III. Party of the second part further agrees to pay a minimum scale of wages as follows on dipper dredges, orange peel and clam shell:

One hundred and thirty dollars per month and board for chief engineer; \$100 per month and board for assistant engineer; \$90 per month and board for cranesmen; \$80 per month and board for second cranesmen; \$80 per month and board for cranesmen working eight hours; \$130 per month and board for hydraulic dredge and elevator dredge, chief operators or chief engineers; \$100 per month and board for assistant operator or assistant engineer on above. In case hydraulic dredges run night and day shift they shall have chief operator or chief engineer in charge of same.

ARTICLE IV. It is agreed that the men shall be paid twice each month. The party of the first part further agrees to give party of the second part six days' notice when leaving their employ.

ARTICLE V. It is hereby made a part of this agreement that where higher wages are paid certain engineers and cranesmen such wages shall not be reduced.

ARTICLE VI. The party of the second part further agrees to furnish the men in their employ good food, clean and comfortable sleeping quarters and when the men board ashore they will be allowed \$20 per month in lieu of board.

In Witness Whereof, The parties hereto by their representatives duly authorized have hereto affixed their names.

Signed by Executive Committee of the Great Lakes Tug and Dredge Owners' Protective Association:

M. SULLIVAN,
T. C. LUTZ,
S. O. DIXON,
J. A. SMITH,
EDWARD J. HINGSTON,
PLINY B. MCNAUGHTON,
H. W. HUBBELL.

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Signed by Executive Committee of the International Brotherhood of Steam Shovel and Dredge Men and Delegates to the Conference:

T. J. DOLAN, JR.,
C. E. NEWELL,
D. MCLENNAN,
T. J. HASSETT,
FRANK GORMAN,
C. MURPHY,
J. P. McDONALD,
GEO. BABBINGTON,
JOS. KAUFMAN.

Signed by The International Longshoremen, Marine and Transportation Association:

DANIEL J. KEEFE.

EXHIBIT "B."

STEAM SHOVEL, DREDGE FIREMEN, OILERS, DECK HANDS, SCOWMEN AND WATCHMEN.

[A similar agreement is on file between the Steam Shovel, Dredge Firemen, etc., and a Cleveland Dredge and Tug Company.]

We, the representatives of the International Brotherhood of Steam Shovel, Dredge Firemen, Oilers, Deck Hands, Scowmen and Watchmen of America, do hereby accept the following scale and conditions for the year ending April 1, 1907:

ARTICLE I. That the parties hereto agree that on and after the signing of this agreement thirty days or nights shall constitute a full month's work, and that twelve hours shall constitute a day's work. Where dredges with one crew work over twelve hours per day the extra time shall be paid for at the rate of time and one-half. Work done on Sundays will be paid for at the rate of time and one-half in addition to the regular monthly pay. Double time for all work done on legal holidays; no work to be done on Labor Day. Double crews on all dredges working over sixteen hours. No work to be done on Sunday except by order of the person in charge of the dredge.

ARTICLE II. It is further agreed that the parties of the second part shall pay a minimum scale of wages as follows:

Sixty dollars per month and board for firemen and oilers; \$60 per month and board for satisfactory watchmen; \$50 per month and board for deck hands and scowmen.

ARTICLE III. The party of the second part further agrees that this scale of wages shall commence at the time dredges start to fit out and continue in effect until dredges are laid up. Firemen, oilers, deck hands, scowmen and watchmen shall have the preference for work, fitting out and laying up. Time of fitting out to be determined by the owner or his representative and the person in charge of the dredge.

ARTICLE IV. It is further understood and agreed that the dredge firemen, oilers, deck hands, scowmen and watchmen will be under the direction and control of the person in charge of dredge and subject to his orders while on duty.

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ARTICLE V. Party of the second part further agrees to furnish men in their employ good food, clean and comfortable sleeping quarters. When the men board ashore they will be allowed \$20 per month in lieu of board.

ARTICLE VI. It is agreed that men shall be paid twice each month.

ARTICLE VII. Party of the first part further agrees to give party of the second part six days' notice when leaving their employ.

ARTICLE VIII. It is hereby made a part of this agreement that where higher wages are paid certain deckhands, firemen, oilers, scowmen and watchmen, such wages shall not be reduced.

Signed by Executive Committee of the Great Lakes Tug and Dredge Owners Protective Association:

T. C. LUTZ,
S. O. DIXON,
J. A. SMITH,
H. W. HUBBELL,
EDWARD J. HINGSTON,
M. SULLIVAN,
PLINY B. McNAUGHTON.

Signed by General Executive Committee of the International Brotherhood of Steam Shovel, Dredge Firemen, Deckhands, Scowmen and Watchmen of America:

W. B. JONES,
R. E. FREEMAN,
BENJ. F. DISBROW,
A. E. QUINN,
H. M. COYLE,
CHAS. CAMPBELL,
WM. T. JOHNSTON.

Signed by The International Longshoremen, Marine and Transport Workers' Association:

DANIEL J. KEEFE.

EXHIBIT "C"—LICENSED TUGMEN.

[Similar agreements are on file between the licensed tugmen and various dredge and towing companies of Cleveland and Toledo.]

We, the representatives of the Licensed Tugmen's Protective Association do hereby accept the following scale and conditions for the year ending April 1, 1907:

WAGE SCALE FOR ALL PORTS EXCEPT CHICAGO AND SOUTH CHICAGO.

Wages to be paid under this agreement from April 1, 1906, to January 1, 1907, shall be at the following rate per month for such time as the men are employed:

FIRST. Thirteen hours to constitute a day's work where single crews are employed.

SECOND. If, in the judgment of the captain of the tug a tow can be made by working one hour additional to the regular time (in emergency cases) the tug will make the tow and that captain and engineer will be paid for one hour or any fractional part thereof \$1 each, but in no case will they receive

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more than one hour's pay. This practice is not to exceed twice in one week and this clause refers only to tugs leaving the dredge too late to make the tow before the regular quitting time.

THIRD. Wages for captains shall be \$120 per month (thirty days and board.)

FOURTH. Wages for Engineers shall be \$110 per month (thirty days) and board.

FIFTH. Wages for permanent mates and second engineers shall be \$80 per month (thirty days) and board, where dredges work from twelve to sixteen hours.

SIXTH. Wages for mates and second engineers shall be \$90 per month (thirty days) and board where they work from sixteen to twenty-four hours per day.

WAGE SCALE FOR CHICAGO.

Wages for tugs towing from dredges in Chicago river, captains to receive \$165 per month (thirty days) and board. Engineers to receive \$120 per month (thirty days) and board. Mates and second engineers to receive \$100 per month (thirty days) and board.

WAGES FOR CHICAGO AND SOUTH CHICAGO.

Captains to receive \$145 per month (thirty days) and board. Engineers to receive \$120 per month (thirty days) and board. Mates and second engineers to receive \$100 per month (thirty days) and board.

Tugs engaged in towing mud in the Chicago river to start at 6 A. M. and not work later than 8 P. M. However, the men operating tugs may start at any other time mutually agreed to by both parties, but in no case will they work more than fourteen hours per day.

CONDITIONS COVERING ALL PORTS.

FIRST. Where extra crews are temporarily employed for fifteen days or less they shall receive full wages up to and for fifteen days and after that they shall receive mate's or second engineer's wages, but if they should voluntarily leave the employ within fifteen days, or within five days after the fifteen days, they shall receive mate's or second engineer's wages for all the time employed.

SECOND. Tugs will not be sent to another port with a single crew unless the trip can be made within the time limit or the expiration of the regular work day.

THIRD. Where a tug is engaged all week towing mud scows with a single crew she shall not leave for another port on Sunday unless lay off time is allowed on tug's return.

FOURTH. Tugs will take their turns on Sunday; if, however, when a tug's turn comes and there is no work she will work the next Sunday following so that no tug will be required to work the second Sunday until all other tugs covered by this contract have (worked) taken their turn. No tug to start before 7 a. m. or work after 5 p. m. This does not include tugs regularly employed in doing lake work.

FIFTH. Where men board on shore they shall be allowed 75 cents per day for board.

SIXTH. It is understood and agreed that the men shall be allowed reasonable time to fit out and lay up the tugs.

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WINTER WAGES.

FIRST. Wages from January 1 to March 31, 1907, inclusive, to be \$3 per day for captains and engineers, 10 hours or any part thereof to constitute a day's work, except men regularly employed on tugs waiting on dredges who shall receive the regular monthly wage scale.

SECOND. This agreement to go into effect April 1, 1906, and remain in full force and effect until April 1, 1907.

THIRD. All conditions not herein mentioned to remain as heretofore.

In Witness Whereof, the parties by their representatives duly authorized have hereto affixed their names.

Signed by Executive Committee of the Great Lakes Tug and Dredge Owners' Protective Association:

T. C. LUTZ,
J. A. SMITH,
S. O. DIXON,
PLINY B. McNAUGHTON,
M. SULLIVAN,
H. W. HUBBELL,
EDWARD J. HINGSTON.

Signed by Executive Committee of the Licensed Tugmen's Protective Association:

T. V. O'CONNOR, *Grand President*.
THOMAS CAREY,
CHAS. A. McCABLE,
JOSEPH CAROT,
Committee.
WM. GRAWINH,
WM. STEWART,
DAVID KETT,
E. T. KENNETT,
W. H. MOSS,
J. BAKER.

The International Longshoremen, Marine and Transportation Association:

DANIEL J. KEEFE.

EXHIBIT "D"—TUG FIREMEN AND LINEMEN.

[Similar agreements are on file between the Tug Firemen and Linemen and various Cleveland dredge and towing companies.]

We, the representatives of the Tug Firemen and Linemen's Association do hereby accept the following scale and conditions for the year ending April 1, 1907. Witnesseth:

Under the following terms and conditions the party of the first part agrees to furnish with reasonable promptness to party of the second part on application such competent and experienced firemen and linemen as they may require on tugs owned, controlled and operated by them, and the second party agrees to instruct their captains and engineers to employ only members of the Tug Firemen and Linemen's Organization for such service except where competent and experienced members of said organization cannot be

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furnished; then the second party may employ men who are not members of the Tug Firemen and Linemen's organization and retain them for a period of five days or until a competent member of said organization can be secured. The question of competency and experience shall be determined by the licensed officers of the tugs:

FIRST. It is understood and agreed that all men employed under this agreement shall, while on duty, be under the direction and control of the owner or his representative on board the tug and must obey their orders.

SECOND. Men employed under this agreement must give their superior officers twenty-four hours notice before quitting the tug on which they are employed, and if they should quit without giving such notice one day's pay shall be deducted from their wages.

THIRD. A full day shall be allowed men whose services are dispensed with during the day.

WAGES.

Firemen are not required to report more than one-half hour before time. These wages are for a month of thirty days with such daily service as will enable the tug on which the men are employed to do the work required of the licensed officers as per their agreement with the owners.

FIRST. For services on all tugs except Chicago, South Chicago and Cleveland, to be \$55 per month and board. Tugs to carry two men who shall perform the duties of firemen and linemen. Lighter tugs to carry one man.

SECOND. Wages at Chicago to be \$65 per month. Tugs waiting on dredges in Chicago River to carry three men, two firemen and one lineman. All other tugs to carry one fireman and one lineman.

THIRD. Wages at South Chicago to be \$65 per month and board. All tugs to carry one fireman and one lineman.

FOURTH. Wages at Cleveland to be \$60 per month and board. Tugs waiting on dredges to carry two men who shall perform firemen and linemen duties. Tugs doing pile-driving and lighter towing to carry one man to perform the duties of fireman and lineman.

CONDITIONS COVERING ALL PORTS.

FIRST. In the event of the men being unable to do the work they may ask for additional help, and if the additional help is not furnished the men can then ask for a board of arbitration to decide whether the additional help asked for be furnished or not. The arbitration to be conducted under the rules specified for settling disputes and controversies. The men are to remain at work pending arbitration.

SECOND. Tugs waiting on dredges working sixteen hours shall carry an additional man to her regular crew. Tugs waiting on dredges working from sixteen to twenty-four hours and doing general outside work shall carry two extra men to her regular crew.

THIRD. If, in the judgment of the captain of the tug, a tow can be made by working one hour additional to the regular time (in emergency cases) the tug will make the tow and the firemen and linemen will be paid for one hour or any fractional part thereof \$1 each, but in no case will they receive more than one hour's pay. This practice is not to exceed twice in any week. This clause does not refer to Chicago or South Chicago. This clause refers only to tugs leaving the dredge too late to make the tow before the regular quitting time.

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FOURTH. Tugs will not be sent to another port with a single crew unless the trip can be made within the time limit or the expiration of the regular work day.

FIFTH. Where a tug is engaged all week towing mud scows with a single crew, she shall not leave for another port on Sunday unless layoff time is allowed on tug's return. Tugs will take their respective turns on Sunday; if, however, when a tug's turn comes and there is no work, she will work the next Sunday following, so that no tug will be required to work the second Sunday until all other tugs covered by this contract have (worked) taken their turn. No tug shall start on Sunday before 7 A. M. or work after 5 P. M. This does not include tugs regularly employed in doing lake work.

SIXTH. Where men board on shore they shall be allowed 75 'cents per day for board.

SEVENTH. Engineers shall give firemen and linemen preference for work in fitting out and laying up.

WINTER WAGES.

FIRST. Wages from January 1, to April 1, 1907, inclusive, for all ports to be \$2 per day for firemen and linemen for ten hours or less. Overtime to be paid for at the rate of 30 cents per hour except on tugs engaged in towing from dredges.

SECOND. This agreement takes effect April 1, 1906, and to remain in full force until April 1, 1907.

THIRD. All conditions not herein specifically mentioned to remain as heretofore.

In Witness Whereof, the parties by their representatives duly authorized have hereto affixed their names.

Signed by Executive Committee of the Great Lakes Tug and Dredge Owners' Protective Association:

T. C. LUTZ,
J. A. SMITH,
S. O. DIXON,
H. W. HUBBELL,
EDWARD J. HINGSTON,
M. SULLIVAN,
PLINY B. McNAUGHTON.

Signed by Executive Committee of the Tug Firemen and Linemen's Association:

JOHN BOURKE, *Grand President*.
DANIEL J. COTTER, *Grand Treasurer*.
JOHN KORTER,
W. J. WILSON,
G. P. JORDAN,
JOSEPH N. DEMARCE,
CHAS. P. MCCARTY,
EUGENE W. BRUCE,
ERNEST MILLER,
WM. A. RIGGS,
W. JIB.

The International Longshoremen, Marine and Transport Workers' Association:
DANIEL J. KEEFE.

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(f) DOCK WORKERS.

RESOLUTIONS.

The following resolutions were adopted by the joint conference of the I. L. M. & T. A. and dock managers:

Resolution.—The principle that article 5 of preamble carries is that any and all contracts made between the local manager and the men directly involved shall be held inviolate for all work not specifically covered in exhibits attached to and made part of this contract, and that anyone trying to break such agreement, or in any way interfering with its performance, shall be barred as a representative, and shall not be permitted to work under this contract, and in all cases work shall not be interrupted on any account.

Resolution.—That all grievances or suggested changes of form of contract shall be submitted in writing to the chairman of the dock managers and president of the I. L. M. & T. A. prior to the convening of the next convention and that no statement of grievances shall be entertained unless so submitted.

Resolution.—That in future conferences any new addition to be added to the present agreement must receive the two-thirds vote of the delegates of the conference.

AGREEMENT.

Made and entered into at Cleveland, Ohio, the 12th day of May, 1906, by and between the International Longshoremen, Marine & Transportworkers' Association, by its officers duly authorized, and the respective local organizations thereof, by their duly authorized representatives, who have attached their names to this agreement as first party, and the dock managers, owning docks at the Lake Erie ports, who have attached their names to this agreement as second party, Witnesseth:

FIRST. This agreement is made for the navigation season of 1906 and 1907, also to cover winter work from December 1, 1906, until May 1, 1907, and from December 1, 1907, to May 1, 1908.

SECOND. There are attached hereto as a part of this agreement schedules of wages, marked exhibits "A," "B," "C," "D," and made part hereof. Said schedules of wages and all provisions therein contained are to be respected by all the parties hereto, and are hereby agreed to for the year 1906 and 1907 as set forth in said respective schedules. The scale of wages for hoisters and engineers to begin for the summer season as stated in the schedule referring thereto on May 1, 1906, and May 1, 1907.

THIRD. All employes employed by the dock managers for the purpose of performing the work set forth in the schedules hereto attached shall be members of the local organizations whenever such men can be had who can perform the work as called for in the contract. When such men cannot be had the dock managers have the right to secure any other men who can perform the work in a satisfactory manner until such time as members of the I. L. M. & T. A. can be secured. No man shall be discharged without just cause, and be notified of the cause of the discharge.

When the opportunity for promotion to become hoisters and engineers occurs on the various docks, promotions should be made from employes on the respective dock where such promotions are made.

FOURTH. The dock managers or owners shall at all times give to the men interested an opportunity to inspect bills of lading, or orders for receiving cargoes, for the purpose of learning or verifying the tonnage to be loaded or unloaded.

FIFTH. It is understood that occasionally when any unusual work arises in isolated cases not covered by this agreement, the men, when called upon, shall perform such labor; and the compensation therefor shall be determined and adjusted between the representatives of the local organizations and the dock managers or owners, and in event of any disagreement shall be arbitrated as hereinafter provided for the arbitration of differences, controversies or grievances.

SIXTH. All items not mentioned in this contract or the schedules hereto attached shall be performed and all the payments shall be made for work done under this agreement in accordance with the usual custom heretofore prevailing upon the respective docks.

SEVENTH. In the event of any controversy arising between the men or local organizations and the dock managers or owners, or in the event of any of the men or local organizations having any grievances, the men shall continue to work, and any and all such controversies and grievances shall be settled, if possible, by the representative of the local organization and the representative of the dock managers or owners. If such controversies and grievances cannot be so settled, then they shall be arbitrated by choosing a third disinterested man, upon whom the representative of the local organization and the dock managers shall agree, and the decision of any two shall be final. If the representative of the local organization and the representative of the dock managers or owners cannot agree upon a third man, then each side shall choose a disinterested man—the two disinterested men thus chosen to choose a third disinterested man, and said three men shall constitute a board of arbitration, and the decision of a majority of said three shall be final and all parties shall abide thereby.

It is expressly agreed that said arbitration board shall meet within ten days after the occurrence of the difference requiring arbitration.

EIGHTH. It is distinctly understood between the dock managers and the representatives of the International Longshoremen, Marine & Transport-workers' Association that no beer, whiskey or other intoxicating liquors shall be brought upon the property of the dock managers.

NINTH. It is also distinctly understood that no man in an intoxicated condition or under the influence of liquor shall be permitted upon the premises of the dock managers.

TENTH. None of the companies' employes employed by the hour or month shall be permitted to leave the dock during working hours without permission, nor tonnage men when labor is to be performed.

ELEVENTH. Pure and fresh drinking water with oatmeal and ice shall be provided on the dock where the men are employed.

TWELFTH. When a local at any dock quits or refuses to work on a vessel, it shall be considered a violation of contract, and the vessel may be sent to any other dock or port governed by this agreement, where she shall be discharged or finished under the rule of this contract, in the same manner as though she had originally been consigned there; and the men so finishing

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the cargo shall receive their entire pay for discharging or loading all of the cargo of said vessel, and the men so refusing to work on said vessel shall be discharged, with the provision that this section applies only to docks covered by this agreement.

EXHIBIT A — ORE HANDLERS.

We, the representatives of the locals of ore shovelers, do hereby agree and accept the following scale and conditions for the navigation season of 1906 and 1907:

FIRST. Ten (10) hours shall constitute a day's work, from 7 A. M. to 6 P. M. with one hour for dinner.

SECOND. That the price to be paid for unloading ore, pig iron, limestone and alabaster rock from vessels shall be 14 cents per ton.

THIRD. That 25 cents per hour shall be paid for overtime.

FOURTH. That the price that shall be paid for loading ore from dock by machine shall be 8 cents per ton at all ports except Corrigan & McKinney River Furnace dock, Cleveland, where 10¾ cents per ton shall be paid. When wages can not be made, men to be put on at day rate at said Corrigan & McKinney dock.

FIFTH. That the price that shall be paid for loading ore from dock by hand shall be 10 cents per ton, except Sandusky, where 13½ cents shall be paid.

SIXTH. That the price that shall be paid for transferring ore and pig iron from cars to dock shall be 22 cents per hour.

SEVENTH. All day work shall be paid for at the rate of 22 cents per hour; overtime, time and a half.

EIGHTH. That gang bosses shall be selected by the superintendent of the dock from the shovelers' local of I. L. M. & T. A.

NINTH. Where vessels come to the dock with water in hold and it is necessary for some men to lay off on account of water, such men shall be paid at the rate of 50 cents per hour until such water is freed; the understanding being that no boat shall be considered wet unless the water is 1½ inches deep in the center of the majority of the hatches being worked. After room has been made to take care of three buckets on the bottom, and where at is being worked on the wing, water must average 4 feet or more from the wing before any action shall be taken in regard to vessel being considered wet. The idle men shall be distributed over the hatches to enable vessel to work to the best advantage. The men shall return to work at regular rate as soon as water is below skin. Where it is impossible to free a vessel from water in two hours after the water has been discovered, double tonnage shall be paid on balance of cargo.

In case boat is found to be wet and is moved to the clam shells, the shovelers shall receive, instead of the tonnage rate, 50 cents per hour from the time boat starts to unload until she is declared a wet boat, except time lost waiting for cars.

TENTH. Legal holidays shall mean Decoration Day, Fourth of July, Labor Day and Thanksgiving Day. No other holiday shall be recognized.

ELEVENTH. There shall be no work on Sundays or legal holidays, unless vessels are in a wrecked condition and water in the hold and then double

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tonnage shall be paid and overtime at the rate of 25 cents per hour to each man employed.

TWELFTH. In cases where men are taken from the boat when working in vessel to load cars on dock, they shall receive the same scale as earned on the boat.

THIRTEENTH. The turn of the gang shall be as follows: First gang unloaded shall be first gang in; the time to be taken by the superintendent of the dock or his representative as to the finishing of the vessel. His decision shall be final and binding on the gang.

FOURTEENTH. That 25 cents per hour shall be paid to the gang doing work for moving machinery over turn table, from the time first leg gets within 100 feet from turn table until last leg has passed over turn table.

FIFTEENTH. That at all ports where business of the dock is greater than day gang can handle, double shifts can be worked at the regular scale of wages for day work.

SIXTEENTH. Overtime shall be worked on all docks where required by the superintendent.

SEVENTEENTH. Overtime over 10 minutes, and less than one-half hour, one-half hour's pay; over one-half hour, one hour's pay.

EIGHTEENTH. For unloading sand at Sandusky and Toledo the rate shall be 9 cents per ton.

WINTER AGREEMENT.

We, the representatives of the locals of ore shovelers do hereby present the following scale and conditions for the period extending from December 1, 1906, to May 1, 1907, and from December 1, 1907, to May 1, 1908:

FIRST. Ten hours shall constitute a day's work, including tonnage men.

SECOND. For loading ore from dock by machine, 8 cents per ton, excepting Corrigan & McKinney River Furnace dock, Cleveland, where 10 $\frac{3}{4}$ cents per ton shall be paid. When wages can not be made, men to be put on at day rate at said Corrigan & McKinney dock.

THIRD. For loading ore by hand from dock, 10 cents per ton.

FOURTH. Day work, 19 $\frac{1}{2}$ cents per hour.

FIFTH. It is understood that where steam shovels are worked at night, double gangs shall be employed at regular rates.

SIXTH. Where ore piles are frozen too hard to work, the companies are to furnish explosives and sufficient men and tools for blasting and making fires.

SEVENTH. It is understood that all ore is to be loaded at the tonnage rate, except as otherwise agreed.

EIGHTH. Whenever men are called out to perform work at hour rate they shall receive at least five hours' pay, time to go on from the hour that men were ordered to be out, unless work is prevented by inclemency of weather.

NINTH. Where gangs shall be called out to clean up or break into ore piles for steam shovels or grab buckets, the men shall be employed by the hour.

TENTH. It is distinctly understood that the men shall continue to work under all circumstances pending arbitration.

ELEVENTH. For all work not included in the above, at last winter's rate.

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MISCELLANEOUS.

FIRST. At Sandusky, the rate for loading ore by hand shall be 13 cents per ton.

SECOND. Where ore is handled twice or below level of car by hand, the men shall receive 3 cents per ton extra, excepting dock included in section 1.

EXHIBIT B — COAL HANDLERS.

We, the coal handlers, trimmers, brakemen and laborers on coal docks do hereby agree to the following scale of prices for the season of 1906 and 1907:

FIRST. Unloading soft coal from gondola cars to dock, $5\frac{1}{2}$ cents per ton.

SECOND. Wheeling soft coal from dock aboard vessel, and trimming same in bunkers, uniform rate of 20 cents per ton.

THIRD. Unloading soft coal from gondola cars to buckets, trimming same in bunkers of vessels, uniform rate of 19 cents per ton.

FOURTH. Trimming soft coal in bunkers of vessels when same is put aboard through chutes, $8\frac{1}{2}$ cents per ton.

FIFTH. Wheeling from dock to vessel without trimming coal, $11\frac{1}{2}$ cents per ton.

SIXTH. No overtime on fuel docks or fuel lighters.

FUEL LIGHTERS.

FIRST. Unloading soft coal from gondola cars and trimming the same in bunkers of vessels, uniform rate at all ports of 21 cents per ton.

SECOND. Trimming soft coal in bunkers of vessels, lighters being loaded by dock company, 12 cents per ton.

THIRD. Unloading hopper cars and loading lighters through chutes and trimming into bunkers of vessels, 15 cents per ton at all ports.

CARGO DOCK HANDLING.

FIRST. Ten hours shall constitute a day's work.

SECOND. For trimming soft coal, cargo put aboard vessel either by car dump or trestles, 3 cents per ton for all vessels of 1,000 tons or less; $2\frac{1}{2}$ cents per ton for all vessels over 1,000 tons. These rates apply to all ports.

THIRD. For trimming fuel on board vessels put aboard by car dump or trestle, uniform rate of $8\frac{1}{2}$ cents per ton at all ports.

FOURTH. Unloading cars by hand into buckets, same swung aboard by machines, including all labor, 12 cents per ton.

FIFTH. When necessary to do Sunday work, double tonnage shall be allowed.

SIXTH. When coal is aboard at quitting time, men agree to work 15 minutes to store same in hold of vessel.

SEVENTH. Overtime over 10 minutes, one-half hour's pay; over one-half hour, one hour's pay.

MISCELLANEOUS.

FIRST. For towing scows for one trip \$3.50 for all ports.

SECOND. For labor performed by men working on high grade, $23\frac{1}{2}$ cents per hour for the port of Ashtabula. Men to be given a half day's work when called out.

THIRD. That day labor shall be 22 cents per hour and 33 cents per hour for overtime. This includes car starter or any other ordinary labor.

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FOURTH. Brakemen, or car droppers, when employed by the dock company, shall receive the rate of 1905, except Toledo, where the rate shall be at the hourly rate of the monthly rate for actual time worked, at 1905 scale.

FIFTH. All labor not mentioned to receive last year's wages.

SIXTH. Building bulkheads in boats carrying two or more kinds of coal, \$4 for each bulkhead.

SEVENTH. Legal holidays understood to mean Fourth of July, Decoration Day, Labor Day and Thanksgiving Day; no other holiday to be recognized.

EIGHTH. Working week shall be understood to be from 7 A. M. Monday to 6 A. M. Sunday where double shifts are employed.

EXHIBIT C—HOISTING ENGINEERS AND FIREMEN.

We, the hoisters, engineers and firemen, hereby agree to the following scale of wages for the seasons of 1906 and 1907:

FIRST. Ten (10) hours shall constitute a day's work from 7 A. M. to 6 P. M., one hour for dinner. When boats arrive after December 1st to unload before laying up, the wages of the hoister and engineer unloading boat to be rate of season's wages, until the boats are unloaded, with the further understanding that in case boats are laid up at the docks to discharge during the winter, such boats are to be unloaded at the winter rate of wages.

SECOND. Wages to be \$80 per month, except at Cleveland and Buffalo, where the engineers are to receive \$85 per month.

THIRD. Overtime to be time and a half for all engineers, hoisters and firemen.

FOURTH. Legal holidays to mean May 30, July 4, Labor Day and Thanksgiving Day.

FIFTH. Where there are no boats in sight, or at the dock, and no other work to do after 5 o'clock P. M., the men are to be permitted to go home, unless notified by dock manager.

SIXTH. Semi-monthly pay day.

SEVENTH. Overtime over 10 minutes, one-half hour's pay; over one-half hour, one hour's pay.

EIGHTH. Ports desiring to work their entire machinery or any part thereof double turns shall do so at regular rates. Nothing less than four (4) days to be considered a double turn.

NINTH. Sunday work, time and a half for repair work, and double time for hoisters and engineers for operating.

TENTH. Operators on steam shovels are to receive \$91.50 per month.

ELEVENTH. No Sunday work shall be performed unless it is absolutely necessary, the manager and master mechanic and the local involved to decide as to the necessity of said work.

TWELFTH. Firemen designated under this agreement shall be those employed on revolving ore derricks, shall receive 22 cents per hour and shall not apply to men employed on Brown hoist ore, coal or car dump machines.

THIRTEENTH. All other operators and engineers to receive last year's scale.

FOURTEENTH. Firemen and oilers on Brown hoist machines at Toledo shall receive \$60 per month.

FIFTEENTH. No overtime on fuel docks or fuel lighters.

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SIXTEENTH. The chute man on telescope where automatic trimmers are installed shall receive \$97 per month.

MISCELLANEOUS.

FIRST. The operating engineers and firemen on all car dumping machines at all ports shall receive scale of 1905.

SECOND. Overtime to be time and a half for all engineers, hoisters and firemen.

THIRD. All labor not mentioned to receive scale of 1905.

FOURTH. Engineers, hoisters and firemen on fueling scows and docks shall receive scale of 1905.

WINTER SCALE.

We, the representatives of the locals of hoisters, engineers and firemen, do respectfully submit the following scale of wages:

FIRST. Ten hours to constitute a day's work.

SECOND. That the wages of hoisters and engineers shall be 23 cents per hour, excepting at Cleveland and Buffalo, where the wages for engineers shall be 25 cents per hour.

THIRD. The operators on "Bucyrus," "Barnhart," "Thew," and "Boston" steam shovels shall receive 32½ cents per hour. Cranemen to receive 27 cents per hour.

FOURTH. The wages of the operators on grab buckets and scoops shall be 27 cents per hour.

FIFTH. When men are called in the morning they shall receive at least one-half day's pay, and actual time afterwards.

SIXTH. When firemen are employed on "Thew" shovels they shall be taken from the hoisters' and engineers' local.

SEVENTH. That firemen on steam shovels shall receive hoisters' wages.

EIGHTH. When hoisters and engineers are called upon for repair work they shall receive regular wages.

NINTH. The firemen on "Whirley" machines shall receive 20 cents per hour.

TENTH. Time and a half for overtime.

ELEVENTH. All other work not included in the above at last winter's rate.

EXHIBIT D — CAR PINCHERS AND GENERAL LABORERS.

Summer Scale.

We, the representatives of the trimmers, dumpers, pinchers and wall builders do hereby agree to the following conditions:

FIRST. That ten (10) hours shall constitute a day's work from May 1st to December 1st.

SECOND. That day work shall be paid for at the rate of 22 cents per hour.

THIRD. Time and a half for overtime.

FOURTH. Overtime and regular time over 10 minutes, and less than one-half hour, one-half hour's pay; over one-half hour, one hour's pay.

FIFTH. That trimming and pinching cars at Ashtabula and Erie shall be paid at the 1905 rate, the same system to prevail as heretofore.

SIXTH. Legal holidays shall mean Decoration Day, Fourth of July, Labor Day and Thanksgiving Day.

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SEVENTH. When boats arrive after December 1st, to be unloaded before laying up, wages to be paid at season rates.

EIGHTH. Ports desiring to work their entire machinery or any part thereof, double turns shall do so at regular rates.

NINTH. Time and a half shall be paid for regular work on Sundays and legal holidays, and double time while loading ore from dock or boat on those days.

TENTH. All work not mentioned, at 22 cents per hour.

ELEVENTH. When men are put to work in the morning, they shall receive at least one-half day's pay, except when prevented by inclemency of the weather.

Winter Scale.

We, the representatives of the trimmers, dumpers, pinchers, wall builders and general dock laborers do hereby agree to the following conditions:

FIRST. That 10 hours shall constitute a day's work from December 1, 1906, to May 1, 1907, and from December 1, 1907, to May 1, 1908.

SECOND. That day labor shall be paid at the rate of 19½ cents per hour, except men employed on and around steam shovels or grab buckets who shall receive 20 cents per hour. When men are called out, they shall receive five hours' pay, except when work is prevented by inclemency of the weather.

THIRD. That dumpers on Thew's automatic shovels receive 20 cents per hour.

FOURTH. Overtime, time and a half.

FIFTH. All work not mentioned, at last winter's rate.

AUTOMATIC MACHINES.

Rates of Wages Covering Boats for Unloading at or from Automatic Machines.

After boats have been worked at automatic unloading machines and are to be finished at other machines, the following rates shall apply for handling same.

FIRST. When the automatic machines have removed 50 per cent. or less of original cargo the rate for unloading shall be the regular tonnage rate of 14 cents per ton.

SECOND. When the automatic machines have removed 50 to 65 per cent. the rate for unloading shall be 15 cents per ton.

THIRD. When the automatic machines have removed 65 to 80 per cent. the rate for unloading shall be 16½ cents per ton.

FOURTH. When the automatic machines have removed 80 per cent. or more, the rate for unloading shall be 18 cents per ton.

FIFTH. That men working in the holds of boats in connection with automatic machinery shall receive 28 cents per hour and shall be put to work when machines start and paid during time machinery is working in boat. Men, when called, to be furnished a half day's work and actual time thereafter. Overtime, time and a half. When double turns are employed they shall be at regular rate.

SIXTH. Chief operators on automatic machines of 4 tons capacity or over shall receive \$105 per month. Chief operators on automatic machines under 4 tons capacity shall receive \$90 per month.

SEVENTH. All other work not mentioned to receive scale of 1905.

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EIGHTH. That men working on coal boats having trimming devices shall receive 33 cents per hour and shall be put to work when machines start and paid during time machinery is working in boat and until trimming is finished. Overtime, time and a half.

EXHIBIT "E"—LUMBER HANDLERS.

(1) LUMBER CARRIERS' ASSOCIATION CONTRACT FOR 1905 FOR LAKE SUPERIOR.

Memorandum of agreement made and entered into at Chicago, Illinois, this seventeenth day of October, 1904, by the Lumber Carriers' Association of the Great Lakes, through its representative, Mr. Edward Hines, and the Lumber Loading Locals of Lake Superior, of the International L. M. & T. A., through its representative, Daniel J. Keefe.

This agreement being made to cover the loading of lumber, lath, shingles and such other commodities as being understood under the head of forest products, for the years of 1905, 1906 and 1907, on the boats of the Lumber Carriers' Association.

ARTICLE I. The captain shall have the privilege of hiring and discharging men, providing he has just cause. Whenever there are not union men enough, the captain shall have the privilege of employing non-union men, excepting where union men have been discharged or refused work on the same conditions, then only union men can be hired. There shall be no restrictions placed by the Longshoremen upon the amount of work each man shall perform.

ARTICLE II. In all cases of dispute, directly or indirectly, the loading of the boats shall continue uninterruptedly, and the matter in question shall be settled if possible, by the representative of the men and the representative of the vessel. If such dispute or controversy cannot be settled by them, then it shall be arbitrated by choosing a third disinterested man upon whom the representative of the men and the representative of the vessel may agree. If the representative of the men and the representative of the vessel cannot agree upon a third man, then the matter shall be submitted to the President of the I. L. M. & T. A. and the President of the Lake Carriers' Association, and if they cannot agree they shall choose a disinterested man; said three shall constitute a Board of Arbitration. The decision of the majority thereof shall be final and binding, and all parties shall abide thereby. It is expressly agreed that said Arbitration Board shall meet within five days, if possible, after the matter in dispute has been submitted to them.

ARTICLE III. The rate of wages shall be 50 cents per hour for the whole seasons of 1905, 1906 and 1907, and no lost time for less than half an hour, and if over half an hour in shifting, men to be paid for half hour while shifting.

ARTICLE IV. No objection shall be made to the use of steam hoists in the handling of cargoes.

ARTICLE V. Any Union man giving his number to the captain shall stay by the boat until she starts to load, and after she starts to load shall continue working until vessel is loaded, unless sooner paid off. Provided, however, that the boat be idle for a period of 2½ hours after she starts to load the men have the privilege of demanding their time. However, if the captain

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states that there will be no more work for 2½ hours or more and the men demand their time, they shall be paid up to the time they stop work. If after the men have waited 2½ hours after the boat has started to load, they have the privilege of quitting and shall be paid for the one-half hour.

ARTICLE VI. If in the judgment of the captain in any instance where a particular lot of lumber can be finished by working fifteen (15) minutes at noon and fifteen (15) minutes after 6 P. M., in order to allow the vessel to shift during the noon hour or at night, the men shall work such overtime. Also in all instances where not to exceed two hours will complete the loading of the vessel or tow that night, in the judgment of the captain, the men shall work uninterruptedly in order to complete the loading of the vessel or tow that night, providing that the vessel furnish them with lunch.

For all work performed Sundays or legal holidays, or overtime in excess of the 15 minutes, the men shall be paid at an advance of 25 cents per hour. No work shall be required on the Fourth of July or Labor Day.

ARTICLE VII. No rules as to the working conditions shall be in force except those covered by this contract.

ARTICLE VIII. It is agreed the men shall stop work, and the vessel shall move to let another vessel pass, except between the hours of 10 and 12 in the forenoon and between 4 and 6 in the afternoon, in order to get to work, providing the inspectors and longshoremen of the latter are there and it does not block the first mentioned boat from working, and that in no case shall the vessel then accommodated by the vessel loading in any way interfere with their loading.

ARTICLE IX. No restrictions shall be put on the men by any of the Locals here represented as to working Sundays or legal holidays after the 15th day of October. No allowance shall be made for shifting time after quitting time for the day.

ARTICLE X. A verified list of the members of the Lumber Carriers' Association in good standing and the name of the vessel annexed shall be sent by the Secretary of the Lumber Carriers' Association to each of the Local Unions on the chain of lakes, on or before the opening of navigation, and from time to time as new lists are printed and as the additional names are annexed. Notices shall be sent from time to time to the different Locals and each vessel shall have a certificate showing that the same is properly enrolled and in good standing.

ARTICLE XI. On and after the adoption of this agreement, under no circumstances shall there be any deviation therefrom, or any change except by the joint conference, agreed to by the Lumber Carriers' Association on one side and the International Longshoremen, Marine and Transport Workers' Association on the other.

ARTICLE XII. This agreement shall be binding on all Lumber Loading Locals on Lake Superior as well as the Lumber Carriers' Association. Any matter not touched herein will remain as heretofore.

For the Lumber Carriers' Association of Great Lakes, by

EDWARD HINES, *President.*

For the I. L. M. & T. W., by

DANIEL J. KEEFE, *President.*

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(2) LUMBER CARRIERS' ASSOCIATION CONTRACT FOR BUFFALO.

Memorandum of agreement made and entered into this 5th day of May, 1906, for the navigation season of 1906, by and between the Buffalo Lumber Exchange of Buffalo, N. Y., and the Lumber Carriers' Association, as parties of the first part, and the International Longshoremen's Association, Local No. 127, as party of the second part:

WITNESSETH, The Buffalo Lumber Exchange for its members and the Lumber Carriers' Association for the members thereof agree to give the unloading of all lumber, shingles, lath, and such other commodities as being understood under the head of forest products, that shall be controlled by them to Local No. 127 to unload or discharge.

The said Local No. 127 agrees that they will unload all the lumber, shingles and lath and other forest products at the ports of Buffalo and Black Rock at the schedule of rates as given below and forming a part of this agreement, and that they will furnish at all times and guarantee four gangs of men to do such unloading with dispatch within 12 working hours after said boats shall be placed at docks, and that boats shall be unloaded strictly according to priority of arrival at this port, and in the event of their failing to supply such men within 12 working hours, said boats may be unloaded by any other men that the captain or consignee may elect.

All boats to be assigned a gang in their turn, priority of arrival to be decided by time registered for passing Breakwall Light if destination is Buffalo Harbor, or for passing International Bridge if destination is Black Rock. Boats to have the gang assigned to them as soon as ready to work, unless gang is working on boat to which it has previously been assigned.

The lumber shall be placed on dock and properly straightened by unloaders, as the consignee may direct.

Lots of 50,000 feet or less may be put off at full length of space; the same chalked over and other lots to be put on top. If the consignee desires to have small lots kept separate on dock, it shall be done by consignee paying extra cost for so doing. Lots of over 50,000 feet to be unloaded on dock and kept in separate spaces.

Pine lumber not to be put over 10 feet in height from deck of boat on water tier (second tier to be five feet higher).

Hemlock lumber not to be put over 8½ feet in height from deck of boat on water tier (second tier to be five feet higher).

Working hours shall be from 6:30 A. M. to 6:30 P. M., in place of 6 to 6. After 6:30 P. M., if there remains in the hold of the boat an amount of lumber which, in the opinion of the captain of the vessel, can be unloaded within one hour, the said gang shall finish unloading cargo before leaving the vessel, if the captain so desires.

In the event of any controversy arising between the men of local organization and the captain, or in the event of the men of the local organization having any misunderstanding relative to unloading, the men shall continue to work and all such controversy shall be settled, if possible, by the representative of the local organization and the captain or his representative. If such controversy cannot be so settled, then it shall be arbitrated by choosing a third, disinterested man upon whom the representative of the local organization and the captain, or his representative, shall agree. The decision of the majority of said three shall be final and both parties shall abide thereby.

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In the event of the finding being in favor of the men, the consignee to be responsible to the men for the captain's complying with the decision of the arbitration board. And, for the protection of the consignee, he shall have the right to hold a sufficient amount of the freight money to cover the award of the arbitrators.

On and after the adoption of this agreement, under no circumstances shall there be any deviation therefrom or any change, except by joint conference agreed to by both parties to this agreement.

Rates for Unloading.

White Pine.

Log run, including strips and mill culls, 10 feet and longer...	34c.	per M ft.
Shorts	58c.	" "
4-4, 5-4 and 6-4 x 4 inch strips in lots	43c.	" "
4-4, 5-4 and 6-4 x 4 inch to 6-inch strips in lots (mixed)...	38c.	" "
1 x 5 inch strips in lots	38c.	" "

Spruce and Jack Pine.

Log run, 10 feet and longer	36c.	per M ft.
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Norway.

1 inch to 2 inch, inclusive, not over 18 feet	34c.	per M ft.
3-inch, 4-inch and 5-inch bill stuff	41c.	" "
3-inch, 4-inch and 5-inch bill stuff in hold	45c.	" "
1 x 4 inch and 6-inch strips by themselves, 4 feet to 24 feet...	48c.	" "

1 inch to 5 inch, inclusive, not including 1 x 4 inch and 6-inch strips, 4 feet to 24 feet, mentioned in the foregoing Norway schedule, when less than 60 days old, to be 5c. per M extra.

Age of Norway to be mentioned on the bill of lading.

Hemlock and Tamarack.

1 inch and 2 inch, under 18 feet	40c.	per M ft.
1 inch and 2 inch, over 18 feet	45c.	" "
3 inch, 4 inch and 5 inch	45c.	" "
In hold	50c.	" "

Timber.

6 x 6 to 8 x 8	45c.	per M ft.
In hold	55c.	" "
8 x 10 and up	75c.	" "
In hold	85c.	" "
8 x 10 and up, when hoisted	53c.	" "

Hardwood.

Basswood	39c.	per M ft.
Elm, soft and balm	52½c.	" "
Ash, maple, oak and other hardwoods	57c.	" "
3-inch, 4-inch and 5-inch ash, maple, oak and other hard- woods, except soft elm, in lots	65c.	" "
Shorts in lots	82c.	" "

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Posts and Ties.

Cedar fence posts, 5 inch and up, 8 feet long	\$1.00	per 100
Cedar fence posts, under 5 inch, 8 feet long75	"
Cedar fence posts, 10 feet long	1.25	"
Cedar ties	2c.	each
Tamarack ties	2½c.	"
Hemlock ties	2¾c.	"
Oak ties	3c.	"

Lath and Shingles.

16-inch shingles, on deck	4c.	per 1000
16-inch shingles, in hold	5c.	"
18-inch shingles, on deck	5c.	"
In hold	6c.	"
Lath, on deck	9c.	"
In hold	10c.	"
Barrel staves, in bundles	14c.	"

Percentage of shorts in mill culls to be stated on inspection bill.

If ties are hoisted off by tackle or received by consignee delivered to car, the rate to be one-half cent per piece less.

In addition to these rates, 25c. per hour is to be paid for work done on Sunday.

A special price will be agreed upon for unloading material not enumerated in the above rates.

All barges and steamers from 12 to 15 feet, inclusive, in hold, to pay \$5 extra for each 6 inches or fraction thereof in excess of 12 feet; over 15 feet in hold, to pay \$10 for each 6 inches or fraction thereof in excess of 15 feet, government measurement.

Boats with more than one cross-beam amidship, or where they interfere with unloading, or with overhead arches, 3c. per M extra on the entire cargo.

Boats grounded more than 3 feet away from the dock to pay 25c. per hour per man until such time as they are sufficiently lightened to be brought up to the dock.

Boats with wing stanchions running through hold to pay 5c. per M extra on the entire cargo.

When a deck load has been unloaded in whole or in part at another port, the boat to pay 3c. per M feet extra on the entire balance of cargo.

When deck load only is unloaded at this port without breaking into the hold, the boat to be allowed a rebate of 3c. per M feet from regular rates for pine and 5c. per M feet from the regular prices for hardwood.

In the event of the gang doing any unusual work from conditions arising not covered by this agreement, the price for such work to be agreed upon by the representative of the local organization and the consignee.

Consignee to furnish evidence as to the quantity of lumber on barge soon as practicable, if required.

Stowing on dock (to be paid by consignee).

Pine, basswood, hemlock and Norway, 5c. per M feet.

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Lath and shingles, in proportion to pine.

Hardwood, including elm, 10c. per M feet.

Timber, 7 inch and thicker, 10c. per M feet.

Posts, all sizes, one-fourth of a cent per piece.

For I. L. A. Local No. 127:

HUBERT FELDMAN, *President*,

JOHN KENNEY,

WM. W. BROWN,

PETER HAMANN.

For the Lumber Carriers' Association:

JOHN J. BOLAND,

W. D. HAMILTON,

Per J. J. B.

For the Buffalo Lumber Exchange:

HENRY J. GEORGE,

Chairman Committee,

KNOWLTON MIXER, *Secretary*.

(3) RATES FOR UNLOADING BARGES ADOPTED BY THE TONAWANDA LUMBERMEN'S ASSOCIATION AND LOCAL NO. 176.

[A similar agreement is on file between the Tonawanda Lumbermen's Association and Local No. 175 of North Tonawanda.]

Tonawanda, N. Y., Season, 1906.

For unloading lumber from barges or steamers of 12½ feet in depth of hold or less, "Government Register," charges will be made as follows:

White pine lumber	30c. per M
Norway	35c. "
Tamarack and hemlock	40c. "
Birch, maple, ash, elm, oak, cottonwood and other hardwoods....	50c. "
Basswood lumber	35c. "

On 3-inch and thicker birch, maple, ash, oak, elm or other hardwoods loaded in hold of vessel, 10c. per M additional.

Lath at rate of 5 M to 1 M feet of pine lumber.

Shingles, 18 inch, at rate of 6 M to 1 M feet of pine lumber, 16 inch, at rate of 10 M to 1 M feet of pine lumber.

Bill Timber.

3 x 12 inch x 18 feet to 8 x 8 inch 18 feet, inclusive, deck-load..	40c. per M
Over 8 x 8 inch x 18 feet, deck-load	45c. "
3 x 12 inch x 18 feet to 8 x 8 inch x 18 feet, inclusive, full cargo..	45c. "
Over 8 x 8 inch x 18 feet, full cargo.....	50c. "
3 x 12 inch x 18 feet to 8 x 8 inch x 18 feet, inclusive, hold full...	50c. "
Over 8 x 8 inch x 18 feet, hold full	55c. "

Other sizes and lengths not mentioned, price to be agreed upon.

Barges leaving deck-load in Buffalo or elsewhere, 3c. per M more than full cargoes. Hold partially full, 5c. per M more than full cargo.

For unloading deck-load only, 3c. per M less than full cargo rate.

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Cedar Posts, Railroad Ties, Etc.

Regular cedar posts, round, 5 inch and up in diameter at small end	$\frac{7}{8}$ c. each
Regular cedar posts and grape poles, round, under 5 inch in diameter at small end	$\frac{1}{2}$ c. "
Split posts	$\frac{1}{2}$ c. "
Regular cedar railroad ties, sawed or hewed	$1\frac{3}{4}$ c. "
Cedar trolley ties	1c. "

Barges containing shorts will be charged 10c. per M extra on the amount of shorts contained in cargo.

4-inch strips in hold in lots over 15 M feet 5c. per M extra.

No. 4 and 5 boards or scoots 35c. per M.

For unloading steamers or barges over $12\frac{1}{2}$ feet depth of hold \$5 extra will be charged for each additional 6 inches or fraction thereof, up to and including $14\frac{1}{2}$ feet; over $14\frac{1}{2}$ depth of hold \$10 for each 6 inches or fraction thereof.

For unloading vessels with more than one crossbeam, vessels with overhead arches, or vessels so constructed as to require extra labor to unload them, 3c. per M extra will be charged on the entire cargo. Double-deck boats special price.

Any article not covered by this card to be agreed upon between the captain of the vessel and the unloader, and if they can not agree then the Labor Committee of the Tonawanda Lumbermen's Association is to decide the matter, which shall be final.

F.—GRAIN SCOOPERS, BUFFALO.

This Agreement, made and entered into at Cleveland, Ohio, this 17th day of May, 1906, by and between Local No. 109, Grain Scoopers of the I. L. M. & T. A. as party of the first part, and the Lake Carriers' Association, a corporation of the State of West Virginia, as party of the second part, Witnesseth:

FIRST. This agreement is made for the handling of grain at the port of Buffalo for the seasons of 1906 and 1907.

SECOND. All men employed by the Superintendent for the purpose of handling grain at the port of Buffalo shall be members of the local organization of the I. L. M. & T. A. whenever such men can be had. When such men cannot be had, the Superintendent has the right to secure any other men who can perform the work in a satisfactory manner until such time as members of the I. L. M. & T. A. can be secured. No man shall be discharged without just cause, and he shall be notified of the cause of such discharge.

THIRD. In the event of any controversy arising between the I. L. M. & T. A. or local organization and the Lake Carriers' Association, or Superintendent, or in the event of the men, or local organization, having any grievance, the men shall continue to work, and any and all such controversies and grievances shall be settled, if possible, by the President of the local organization and the Superintendent for the Lake Carriers' Association. If such controversies and grievances cannot be settled, then they shall be arbitrated by choosing a third disinterested man upon whom the President of the local

organization and the Superintendent for the Lake Carriers' Association shall agree. The decision of any two shall be final. If the President of the local organization and the Superintendent for the Lake Carriers' Association cannot agree upon a third man, each shall choose a disinterested man, and the two men thus chosen shall choose a third disinterested man, and the said three men shall constitute a Board of Arbitration. The decision of a majority of said three shall be final, and both parties shall abide thereby.

It is expressly agreed that said Arbitration Board shall meet within ten days after the matter has been submitted to them.

FOURTH. It is distinctly understood and agreed between the parties to this agreement that no man or boss in an intoxicated condition or under the influence of liquor shall be permitted to work while in that condition; a continued repetition of such condition shall be cause for suspension or discharge.

FIFTH. When a gang at any elevator quits or refuses to work on a vessel, it shall be considered a violation of this agreement, and a gang may be sent from any other elevator governed by this agreement, who shall finish or discharge such vessel, after the rules of this agreement, as though they had originally started her. The men so finishing the cargo shall receive the entire pay for discharging or unloading all of that cargo, or at least that portion of it consigned to the elevator at which the men quit or refuse work; the men so refusing to work said vessel shall be discharged or suspended, as may be determined by the President of the local organization and the Superintendent for the Lake Carriers' Association.

That no gang shall be expected to wait for a cargo longer than one (1) hour after 7 P. M., and up until midnight, except by agreement between the President of the local organization and the Superintendent for the Lake Carriers' Association.

That no cargoes with less than 50,000 bushels be started after midnight or up until 7 A. M., unless the men are already working and such cargoes are merely a continuation of their work, except that the men will work all hours after six o'clock Saturday night and up to seven o'clock Monday morning for any quantity at the extra rate of one dollar per thousand bushels.

SIXTH. Boss scoopers shall be appointed by the Superintendent. It is understood and agreed that they be members of the Scoopers' Local Union.

SEVENTH. The wage scale for unloading grain shall be \$2.12½ per thousand bushels, except all grain handled between the hours of 6 P. M. Saturday up to 7 A. M. Monday, shall be paid for at the rate of \$3.12½ per thousand bushels.

EIGHTH. The compensation for handling wet grain, not in connection with any lighter, shall be 35 cents per hour.

For handling grain, wet or otherwise, to or from a lighter in the harbor or out of the harbor, shall be 50 cents per hour.

NINTH. It is further mutually understood and agreed by and between both parties to this agreement that no saloon or political influence shall be allowed or practiced by representatives or employes of either party.

TENTH. Legal holidays shall mean Decoration Day, Fourth of July, Labor Day and Thanksgiving Day. No other holidays shall be recognized. On

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Thanksgiving Day the men will work, if called upon, and will be paid the extra rate of one dollar per thousand bushels.

ELEVENTH. The supervising bosses shall have the power to hire and discharge men for cause, employing only members of Local No. 109 in good standing.

TWELFTH. The President of Local No. 109 shall appoint the timekeepers for the gangs at the different elevators.

THIRTEENTH. It is further agreed and understood that any matter not herein mentioned will remain as heretofore; in witness whereof the Lake Carriers' Association has caused this agreement to be subscribed to by its President, and the International Longshoremen, Marine and Transportworkers' Association has caused the same to be duly executed by its representatives as well as the representatives of Local No. 109, also duly authorized.

The Lake Carriers' Association,

By W. LIVINGSTONE, *President*.

The I. L. M. & T. A.,

By J. J. JOYCE, *President Local No. 109*.

ROGER KANE, *Recording Secretary*.

Int'l Longshoremen's M. & T. Ass'n,

DANIEL J. KEEFE, *President*.

DELAWARE AND HUDSON COMPANY, CONDUCTORS AND TRAINMEN.

The following are the established rates of wages of Conductors and Trainmen and the time and mileage upon which the wages are computed, to take effect May 1, 1906.

FREIGHT SERVICE.

1. Eleven hours or less, or 100 miles or less, will constitute a day's work.

Wreck, work and snow-plow service will be classed with and paid on through freight basis.

2.	FREIGHT RATES.	Per Mile.
Conductors, local freight.....		3.35 cents.
Conductors, through freight		3.10 cents.
Trainmen, local freight.....		2.35 cents.
Trainmen, through freight		2.20 cents.

3. Overtime will begin after the expiration of 11 hours, to be paid one-tenth the daily rate per hour. The Company guarantees 10 miles per hour after 11 hours. If mileage exceeds the hours, mileage will be allowed, and vice versa.

Time of road crews will begin one hour before time marked to leave.

PASSENGER SERVICE.

4. Eleven hours or less will constitute a day's work; time to begin when required for duty. Thirty minutes or more to constitute one hour. Overtime to begin after 11 hours and paid for at one-tenth the daily rate per hour, except that crews in turn-around or interrupted service having a lay-over period of three hours or more will be paid overtime only when delayed more than thirty minutes after the expiration of the scheduled arriving time at home terminal.

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This rule does not apply to conductors and trainmen in excursion service who are employed by the month.

Conductors and trainmen on passenger runs who are required to make irregular or extra trips will be allowed one-half day for five and one-half hours or less, and not exceeding eleven hours, one day will be allowed.

5.	PASSENGER RATES.	Per Month.
Conductors — Montreal runs		\$110 00
Conductors — Through trains, main line.....		105 00
Conductors — Branch lines and local trains.....		95 00
Conductors — Excursion trains and extra service.....		95 00
Baggagemen — Through trains, main line.....		62 50
Baggagemen — Branch lines and local trains.....		60 00
Baggagemen — Troy, Albany and Montreal runs (per trip).....		3 23
Trainmen — Through trains, main line.....		57 50
Trainmen — Branch lines and local trains.....		55 00
Trainmen — Milk trains		62 50
Trainmen — Troy, Albany and Montreal runs (per trip).....		2 90

6. Conductors running between Troy, Albany and Montreal will be allowed one and one-fourth day in each direction.

GENERAL RULES.

7. When crews working on through freight basis are called upon to load or unload freight at three or more stations on any one trip or day, such crews shall be paid local freight pay.

Through freight crews will not be required to do station switching where yard engines are stationed.

Through freight crews required to do station switching at other points in excess of thirty minutes shall be paid way freight rates.

All trains at initial points where switching engines are stationed will be made up in station order by yard crews as far as practicable. At other stations where switching engines are stationed yardmen will whenever practicable, assemble and place cars ahead on most convenient track, for road trains to pick up.

8. Road crews assigned to do yard switching at terminal points shall receive pay for such service at yard rates.

9. Where men are employed by the month, the working days shall constitute a month, and extra pay at the same rate shall be allowed for Sunday work when required. Overtime shall be computed on this basis.

10. Men who are called and report for duty for trains subsequently annulled shall be allowed one-fourth day; if held five and one-half hours, one-half day's pay will be allowed, and stand first out; if held longer than five and one-half hours, one day's pay will be allowed, and the crew will stand behind other crews at that point.

11. Conductors and trainmen shall receive the regular compensation for run or position to which they are permanently or temporarily assigned.

Conductors and trainmen who are assigned to duties other than train or switching service where the compensation is less than their regular rates, not less than their regular rates will be allowed.

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12. Trainmen who are required to do baggage work and render baggage reports in addition to their own work, shall receive baggagemen's pay.

13. Trainmen doing part local freight work and part passenger work shall receive local freight rates when the local freight mileage exceeds the passenger mileage.

14. Men attending court or coroner's inquest as witnesses, or engaged in any other work assigned to them by the Company, will receive pay for 100 miles per day while so engaged, except in case of those employed on regularly scheduled trains, who will receive the mileage and pay which they would have received in ordinary service, together with necessary expenses.

15. Men deadheading on passenger trains, under orders, will be allowed one-half pay, and on freight trains, full pay for the service on account of which they deadhead.

16. Road crews doubling hills will be allowed actual mileage at the rate per mile paid on the train doubling.

17. When the service as reported on a time slip is not allowed, the slip will be returned with the reason for not allowing it.

18. Fifteen minutes overtime will be considered as half an hour; forty-five minutes will be considered as one hour.

19. The rights of road and yard men shall be interchangeable and the word trainmen as used herein, shall apply to yard conductors, baggagemen, flagmen, yard brakemen and road brakemen.

20. Conductors and trainmen shall be promoted in accordance with seniority, provided they possess the requisite qualifications.

If they fail to pass the first examination, they will be given a second examination, and if they fail on the second examination, they will be given a third, provided the three examinations are taken within nine months. Trainmen so qualifying will retain their roster rights. When extra conductors are required at any point on a Division, the required number will be advertised for and shall be taken from the oldest applicant on the roster.

Trainmen not wishing to bid for such positions, or failing to pass the required examinations shall retain their rights on trainmen's roster, but shall not have rights to promotion over those who do accept.

Trainmen who enter the service after the date of this agreement, failing to pass or declining the third examination, will drop back as the youngest trainman and can only come up again in his turn.

Promotion shall be from trainman to freight conductor and from freight conductor to passenger conductor.

21. For every two trainmen promoted to the position of conductor one experienced conductor on the trainmen's roster will be re-employed if desirable.

22. Men declining a position or failing to make application therefor, provided such position is not a promotion, shall retain their rights on the roster.

Conductors that are employed in the passenger service prior to the adoption of this schedule shall have preference for passenger runs over men that are older on the roster but not in the passenger service.

23. When a regular train is abandoned or crews withdrawn, conductors and trainmen affected shall have their choice of trains according to their roster rights. Men so displaced will have the same privilege.

Conductors of trains withdrawn may be assigned to extra duty as conductors in rotation if they so desire.

24. All new runs and vacancies of any kind in train and yard service will be advertised within five days after becoming vacant, for a period of ten days on the division on which they occur, and appointment shall be made within ten days in the order of seniority, provided the oldest applicant possesses the requisite qualifications; and further provided a temporary vacancy of sixty days or less will be given to the oldest extra man available; who will hold it until the regular man resumes his place, or it becomes permanently vacant.

Positions as extra passenger trainmen will be advertised for a period of ten days and vacancies will be filled in the order of seniority in accordance with the roster. Men who accept will have rights to the extra passenger work over men who do not accept.

25. When more than one vacancy occurs, conductors and trainmen shall have the right to bid on all such vacancies, stating preference.

26. Men bidding off positions will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

27. When a train baggageman is absent from his position temporarily, the oldest trainman on same train will be entitled to baggageman's position if older on the roster than the extra man, until his return, provided he has the requisite qualifications.

28. A roster of conductors and trainmen on each division will be bulletined and will be renewed as often as necessary. No name shall appear on more than one roster.

29. Conductors and trainmen living within one mile of the yard will be called one hour before required for duty, except that men on trains having a fixed hour for leaving will not be called between eight A. M. and nine P. M.

30. On arrival at terminal after a trip of fifteen hours or more continuous service, men will be allowed ten hours rest if desired, except in case of wrecks, washouts or other like emergencies.

31. Men on scheduled or regularly assigned trains will not be called for extra service on their lay-off when spare men are available.

32. All unassigned conductors and trainmen will be run first in, first out, on their respective divisions.

33. Conductors and trainmen shall be exempt from coaling engines at terminals.

34. Effort will be made to furnish employment, suitable to their capacity, to conductors or trainmen who are injured in the discharge of their duty or become unable to perform their duty on account of failing health.

35. Passenger trainmen shall not be required to couple or uncouple hose where car inspectors are available, and shall not switch their trains where switch engines are provided.

36. Conductors or trainmen will not be dismissed or suspended from the service without cause. In the event of suspension or dismissal they will have the right within ten days to refer their case, by written statement, to the Division Superintendent. As soon as possible, after receipt of such notice, their case will be given a thorough investigation by the proper officers; at which they will have right to be present if they desire; and also

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to be accompanied by fellow-employees of their choice. In case they are not satisfied with the result of such investigation, they will have the right to appeal their case to a higher official.

In case the suspension or dismissal is found to be unjust, they will be reinstated and paid for lost time.

37. Conductors and trainmen will be granted leave of absence as soon as possible after it is applied for.

38. When business is light the work will be equalized between men on regular and extra crews as far as practicable. This shall not apply to regular men who have made less than twenty-six days per month.

39. Conductors and trainmen shall if they so desire, upon leaving the service, be given a letter signed by the Superintendent stating the nature and time of their service and the reason for leaving.

GENERAL YARD RULES.

40. The rules in the conductors' and trainmen's schedule shall apply to yard rules as to seniority, rights to run, and promotion, not provided for in yard rules.

RATES OF PAY IN YARD SERVICE.

41.	Per Hour.
Conductors: Days	27 cents.
Conductors: Nights	28 cents.
Trainmen: Days	24 cents.
Trainmen: Nights	25 cents.

42. Ten hours or less will constitute a day's work. Time exceeding ten hours will be paid for as overtime at the regular rate. Fifteen minutes will be considered as one-half hour; forty-five minutes will be considered as one hour.

43. Wilkes-Barre transfer crews will be classed in yard service.

Mine crews will be classed in road service.

44. Yard conductors required to run trains on road which requires them to sign orders or make out road reports will be paid through freight rates for the day. If freight is loaded or unloaded at three or more stations on one trip, local freight rates will be paid.

45. Yard men will be permitted to take their mid-day or mid-night meal between the hours of eleven and one o'clock. They will not be required to work longer than five hours and thirty minutes without having at least thirty minutes for such meal. If fifteen minutes or more of the meal hour is worked, one hour overtime shall be allowed.

Yard crews who are required to work other than the usual hours, shall have one hour for meals between the fourth and sixth hours.

46. The usual working hours for yard men shall be from 7 A. M. to 6 P. M., and from 7 P. M. to 6 A. M., allowing one hour for meal.

47. Yard men will not be required to work with any engine or engines longer than two days, without they are properly equipped with foot boards and hand rails.

48. Yard men will not be required to work double tricks unless they do so voluntarily.

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49. Yard men will not be required to couple or uncouple hose on passenger trains, where car inspectors are available. This does not apply to through trains having ten minutes or less station time.

50. This agreement of rates of wages and rules affecting the employment of conductors and trainmen will take effect May 1, 1906, and will be carried out in good faith by all parties interested.

A. KEMPER,

Superintendent Transportation.

DELAWARE AND HUDSON COMPANY, ENGINEMEN.

The following are the established rates of wages of enginemen and the time and mileage upon which the wages are computed, effective May 1, 1906:

1. The rates per day are fixed for an actual day's run of 100 miles or less, and all runs over 100 miles in one day will be paid for at the mileage rates. Eleven hours or less will constitute a day's work, the time and mileage to be computed and carried out separately for each day's work. Ten miles will be allowed for each hour after 11 hours consumed in making 100 miles or less.

	Cents
ENGINEMEN.	per mile.
Passenger engines	3.60
Consolidation freight engines	4.10
Other freight engines	3.70
Yard engines	3.50

Mine runs to be classed as road runs.

In yard service 10 hours or less will constitute a day's work.

Enginemen will report sufficiently early to have their engines ready for service at time marked.

2. Time of service will commence when engineman has registered, one hour before leaving time and conclude at the time engine is placed on designated track at terminal and inspection of engine is made. Time of inspection not to exceed 20 minutes. Time sheet will be placed in round house, upon which enginemen will register at beginning and end of run. This does not apply to yard service.

3. Enginemen who are marked and report for duty and are relieved before performing any service will receive one-fourth day's time and pay, except when they receive notice before leaving their home that their train is annulled. If one hour's work or more is done in getting engine ready for service, one-half day's time and pay will be allowed.

4. Enginemen attending court or inquest as witnesses, or engaged in any other work assigned to them by the company, will receive pay for 100 miles per day while so engaged, except in case of enginemen employed on regularly scheduled trains, who will receive the mileage and pay which they would have received in ordinary service, together with necessary expenses.

5. Enginemen employed on work trains or engines making trial trips will be paid in accordance with the class of engines they may be running.

6. Enginemen required, on written order of the proper officer, to deadhead over any portion of the road on company's business, will be allowed one-half

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mileage made in their class when deadheading on passenger trains, and full mileage when deadheading on freight trains, except when being transferred for service of not less than five days.

7. Enginemen running on mixed trains, consisting of freight and passenger or milk, will be paid at freight train rates, in accordance with the type of locomotive used.

8. When an engineman is required to work in shops he shall receive full pay at road rates.

9. Enginemen on switch engines will be allowed one hour for meals between the fourth and sixth hours from time of starting work. If required to work fifteen minutes of the meal hour, one hour's overtime will be allowed, and thirty minutes will be allowed for meal, as soon as possible.

10. When the service, as reported on a time slip, is not allowed, the time slip will be returned to the man making it with the reason given for not allowing it.

11. Vacant positions will be advertised within ten days after becoming vacant, and be advertised for a period of ten days on the division on which they occur, and appointments will be made in the order of seniority within five days, providing the oldest applicant possesses the requisite qualifications.

This does not apply to yard service on Saratoga and Champlain divisions.

12. In the choice of runs on any division the men who have been longest in the service as enginemen on that division shall have the preference, and if a run is discontinued the engineman falls to any run held by a junior man.

13. All runs or engines temporarily vacant for less than ten days shall be given to the extra engineman; after the expiration of the ten days they shall be given to the oldest engineman making application who will hold the run until the regular engineman returns to duty or the position is declared vacant, and regularly advertised and assigned as per article 11.

Said vacancy to be bulletined in engineman's register room.

14. All unassigned men will be run first in, first out, on their respective divisions.

15. Enginemen will not be required to adjust wedges, clean or fill head lights or markers or sand or coal engines at terminal points and will not be responsible for engine supplies after engine has been left on track designated by company at completion of trip.

This does not relieve, however, the engineman from knowing that the proper signal equipment is on his engine, at the time the engineman takes charge of the engine at terminal.

16. When an engine becomes disabled from any cause and is sent to the shops for repair, the engineman will be assigned to another engine to run in its stead, if there is an extra engine available.

17. Enginemen will not be dismissed or suspended from the service without cause; in event of suspension or dismissal they will have the right, within ten days, to refer their case, by written statement, to the division superintendent. As soon as possible after receipt of such notice their case will be given a thorough investigation by the proper officers, at which they will have the right to be present, if they desire, and also to be accompanied by fellow-employees of their choice. In case they are not satisfied with the result of such investigation they will have the right to appeal their case to a higher

official. In case the suspension or dismissal is found to be unjust they will be reinstated and paid for time lost.

18. Enginemen will be called, as near as practicable, two hours before scheduled leaving time, except that men on trains having a fixed leaving hour, will not be called between 8 A. M. and 9 P. M.

19. After completing a trip of fifteen hours or more continuous service, enginemen will be allowed ten hours rest if desired, except in case of wrecks, washouts, or other like emergencies. If more than ten hours rest is desired, enginemen will so state when they register in, naming a definite number of hours, not to exceed twenty.

20. This agreement of rates of wages and rules affecting the employment of enginemen supersedes all previous rules inconsistent therewith.

A. KEMPER,

Superintendent Transportation.

DELAWARE AND HUDSON COMPANY, FIREMEN.

The following are the established rates of wages of locomotive firemen and the time and mileage upon which the wages are computed, effective May 1, 1906:

1. The rates per day are fixed for an actual day's run of 100 miles or less, and all runs over 100 miles in one day will be paid for at the mileage rates. Eleven hours or less will constitute a day's work, the time and mileage to be computed and carried out separately for each day's work. Ten miles will be allowed for each hour after eleven hours consumed in making 100 miles or less.

	Cents per mile
FIREMEN.	
Passenger engines	2.12
Consolidation freight engines	2.55
All other freight engines	2.30
Yard engines	2.20

Mine runs to be classed as road runs.

In yard service ten hours or less will constitute a day's work. Firemen will report sufficiently early to have their engines ready for service at time marked.

Men performing the regular duties of a hostler will receive \$2.10 per day, and will be allowed overtime pro rata after twelve hours' service. Experienced firemen shall be given preference, as far as possible, in the employment of hostlers.

2. Time of service will commence when engineman has registered one hour before leaving time, and conclude when engineman has registered on time sheet placed in engine house for that purpose. This does not apply to yard service.

3. Firemen who are marked and report for duty and are relieved before performing any service will receive one-fourth day's time and pay except when they receive notice before leaving home that their train is annulled. If one hour's work or more is done in getting engine ready for service, one-half day's time and pay will be allowed.

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4. Firemen attending court or inquest as witnesses or engaged in any other work assigned to them by the company will receive pay for 100 miles per day while so engaged, except in case of firemen employed on regularly scheduled trains, who will receive mileage and pay they would have received in ordinary service together with necessary expenses.

5. Firemen required on written order of the proper officer to deadhead over any portion of the road on company's business will be allowed one-half mileage made in their class when deadheading on passenger trains and full mileage when deadheading on freight trains, except when being transferred for service of not less than five days.

6. Firemen employed on work trains or engines making trial trips will be paid in accordance with the class of engines they may be firing.

7. When a fireman has passed all examinations satisfactorily, he shall receive a certificate of promotion as engineman.

8. Firemen will be called for examination and promoted in accordance with their seniority, and if they fail to pass the first examination, they will be given a second examination; and if they fail on the second examination, they will be given a third examination, providing the three examinations are taken within a period of nine months. Firemen so qualifying will retain all roster rights. Firemen who decline, refuse, or fail to pass the third examination, may be relieved as incompetent.

9. Firemen on mixed trains consisting of freight and passenger, or milk, will be paid at freight train rates in accordance with the type of locomotive used.

10. When firemen are required to act as hostlers, or to work in shop, they will receive \$2.30 per day, and will be allowed overtime pro rata after twelve hours' service.

11. Firemen on switch engines will be allowed one hour for meals between the fourth and sixth hours from time of starting work. If required to work fifteen minutes of the meal hour, one hour overtime will be allowed and thirty minutes will be allowed for meal as soon as possible.

12. When the service as reported on a time slip is not allowed the time slip will be returned to the man making it with the reason given for not allowing it.

13. Vacant positions will be advertised within ten days after becoming vacant and be advertised for a period of ten days on the division on which they occur and appointments will be made in the order of seniority within five days, providing the oldest applicant possesses the requisite qualifications.

14. In the choice of runs on any division, the firemen who have been longest in the service on that division shall have the preference, and if a run is discontinued, the fireman will fall to any run held by a junior man.

15. All runs or engines temporarily vacant for less than ten days, shall be given to the extra firemen. After the expiration of the ten days, they shall be given to the oldest fireman making application, who will hold the run until the regular fireman returns to duty or the position is declared vacant and regularly advertised and assigned as per Article 13. Said vacancy to be bulletined in register room.

16. All unassigned men will be run first in first out on their respective divisions.

17. When an engine becomes disabled from any cause and is sent to the shop for repairs, the fireman will be assigned to another engine to fire in its stead, if there is an extra engine available.

18. Firemen will not be dismissed or suspended from the service without cause; in event of suspension or dismissal they will have the right, within ten days, to refer their case, by written statement, to the division superintendent. As soon as possible after receipt of such notice their case will be given a thorough investigation by the proper officers, at which they will have the right to be present, if they desire, and also to be accompanied by fellow-employees of their choice. In case they are not satisfied with the result of such investigation they will have the right to appeal their case to a higher official. In case the suspension or dismissal is found to be unjust, they will be reinstated and paid for time lost.

19. Firemen will be called as near as practicable two hours before schedule leaving time, except that men on trains having a fixed leaving hour, will not be called between 8 A. M. and 9 P. M.

20. After completing a trip of fifteen hours or more continuous service, firemen will be allowed ten hours' rest if desired, except in case of wrecks, washouts, or other like emergencies. If more than ten hours' rest is desired, firemen will so state when they register in, naming a definite number of hours, not to exceed twenty.

21. Firemen will be exempt from cleaning all brass inside and outside of cabs, painting stacks, front end and arches; cleaning out flues and wiping off tanks and engines below foot-boards. They will, however, wipe engines above foot-boards.

22. Firemen will be exempt from cleaning fires on engines at terminals and turning points where men are now provided for that purpose.

23. Suitable protection against the weather will be placed on all engines during the winter months. Coolers will be furnished on request on all engines from May 1st to October 1st, and ice will be allowed wherever it can be obtained.

24. Firemen shall be exempt from coaling engines at terminal points.

25. A roster for each division shall be placed in principal round houses so that it may be referred to at any time. The roster will be corrected at least once a year if changes occur during that period.

26. When business is light the work will be equalized between men on regular and extra crews as far as practical. This shall not apply to regular men who have made less than twenty-six days per month.

27. Regular men will not be called upon to do extra work when extra men are available.

28. Thirty days after a fireman has been promoted, his run shall be advertised, and if he is to go back firing, owing to a decrease in business, he shall retain his seniority rights on firemen's roster if exercised within ten days.

29. This agreement of wages and rules affecting the employment of firemen supersedes all previous rules inconsistent therewith.

A. KEMPER,
Superintendent Transportation.

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DELAWARE AND HUDSON COMPANY, TELEGRAPHERS.

THE DELAWARE & HUDSON COMPANY.

OFFICE SUPERINTENDENT TRANSPORTATION,

ALBANY, N. Y., *May 1, 1906.*

The following rules will hereafter be observed in the employment of telegraphers:

1. Any employe required to telegraph in the performance of his assigned duties shall be considered a telegrapher.

2. A roster of telegraphers will be prepared for each operating division, and a copy of same furnished to each telegraph office. This roster will be revised as often as necessary.

3. All employes in the telegraph service will be regarded as in line of promotion, advancement depending upon faithful discharge of duties and capacity for increased responsibility. Where ability and conduct permit, seniority rules will govern.

4. Vacancies or newly created positions will be advertised as promptly as possible by circular letter, one copy to be mailed to each telegraph office upon the superintendent's division. As soon as possible after the elapse of ten (10) days the vacancy will be filled under the terms of Rule 3.

5. A telegrapher declining to accept promotion will not forfeit his rights to the same or any other position he may be entitled to under Rule 3 when a vacancy occurs or a new position is created.

6. A telegrapher accepting a position under Rule 4, and finding it to be unsuitable, will have the same right as other telegraphers in bidding for the position which he vacated when same is advertised.

7. Telegraphers will be granted leave of absence, so far as consistent with good service, and will be relieved as soon as possible after application for same is made.

8. Telegraphers transferred to new locations will be granted free transportation thereto for themselves, dependent members of their families, and household goods.

9. Twelve (12) consecutive hours or less, including meal hour, will constitute a day's work; the hours of service to be arranged to suit the requirements.

Dispatchers will relieve telegraphers for not less than thirty (30) minutes and not to exceed one (1) hour for meals between 11 A. M. and 1:30 P. M. and 11 P. M. and 1:30 A. M. on request. If unable to do so telegraphers will receive one-half ($\frac{1}{2}$) hour's overtime.

10. After one year's service, telegraphers working twelve (12) hours per day seven (7) days per week will be granted one (1) day off per full month's service without loss of pay.

11. Overtime will be allowed for all hours worked in excess of the regular established hours and will be paid for pro rata. In computing overtime less than thirty (30) minutes will not be counted; over thirty (30) minutes and less than sixty (60) minutes will count as an hour. Overtime will not be allowed unless overtime slips are mailed to the proper officer immediately after the service is performed. When overtime is not allowed, as per slip, the telegrapher will be notified as soon as possible.

NOTE.—Overtime will apply only to time made in the performance of telegraph work.

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12. Telegraphers summoned to telegraph service outside of regular hours, after being excused by the train dispatcher or leaving the office for the day, will be allowed twenty-five (25) cents per hour for such service; the minimum allowance to be one (1) hour.

13. Telegraphers attending court, or other business for the company, will be paid their regular rates of pay per day; and when called to leave home, necessary expenses will be paid.

14. Telegraphers will not be dismissed or suspended from the service without cause; in event of suspension or dismissal they will have the right, within ten (10) days, to refer their case, by written statement, to the division superintendent. As soon as possible after receipt of such notice their case will be given a thorough investigation by the proper officers, at which they will have the right to be present, if they desire, and also to be accompanied by fellow-employees of their choice. In case they are not satisfied with the result of such investigation, they will have the right to appeal their case to a higher officer. In case the suspension or dismissal is found to be unjust, they will be reinstated and paid for time lost.

15. Extra telegraphers will receive the same compensation as the persons they relieve, except where extra men are paid a stated monthly salary. Telegraphers holding regular positions, when sent to work in other offices temporarily, will receive no less compensation than their regular positions entitle them to.

16. Telegraphers leaving service in the telegraph department to accept service in other departments will forfeit their seniority after an absence of ninety (90) days.

17. When it becomes necessary to reduce the force it shall be the practice, as far as possible, with due regard to the qualifications of the men, to dismiss the youngest men in the service.

A. KEMPER,
Superintendent Transportation.

DELAWARE, LACKAWANNA AND WESTERN RAILROAD CO., CONDUCTORS
AND TRAINMEN.

[Effective April 1, 1906.]

RATES OF PAY.

PASSENGER SERVICE—M. & E. DIVISION.

CLASS	First 100 miles	Additional per mile for mileage over 100
Conductors	\$3.60	½ cent
Baggagemen	2.25	⅓ cent
Trainmen	2.10	⅓ cent

OTHER DIVISIONS.

CLASS	First 100 miles	Additional per mile 100 to 213 miles	Per mile 214 miles and over
Conductors	\$3.60	4/10 cent	1.9 cents
Baggagemen	2.20	¼ cent	1.17 cents
Trainmen	2.10	¼ cent	1.12 cents

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MILK SERVICE.

Conductors.—Through milk trains between Binghamton and Hoboken, 1.75 cents per mile.

Trainmen.—Through milk trains between Binghamton and Hoboken, \$65 per month.

Trainmen.—Main line local milk trains, baggagemen's rates.

Conductors.—Milk trains between Binghamton and Richfield Springs, 1.75 cents per mile.

Trainmen.—Between Utica and Binghamton; Syracuse and Binghamton; and Richfield Springs and Binghamton, \$65 per month and an allowance of one day off in five.

THROUGH FREIGHT SERVICE.

RUNS	RATE IN CENTS PER MILE	
	Conductors	Trainmen
Between Hoboken and Scranton, Scranton and North- umberland	3.25	2.16
Between Scranton and Elmira; Utica, Oswego and Binghamton	3.15	2.10
Between Elmira and Buffalo	3.00	2.00

WAY FREIGHT, ROUSTABOUT AND MINE RUNS.

RUNS	RATE IN CENTS PER MILE	
	Conductors	Trainmen
West of Elmira	3.30	2.25
East of Elmira and S. & U. Divisions	3.30	2.30

SUSSEX BRANCH.

CLASS	RATE IN CENTS PER MILE	
	Freight	Passenger
Conductors	3.15	3.15
Baggagemen		2.05
Trainmen	2.10	1.80

LACKAWANNA & MONTROSE BRANCH.

Conductors	\$3.25 per day.
Trainmen	\$2.20 per day.

Overtime after fourteen hours from time scheduled out until engine is put away, on basis of ten miles per hour. This includes switching, loading and unloading of cars, etc.

RULES.

GUARANTEED MILEAGE PER HOUR.

- 1. A guarantee of ten miles per hour is made in all road service except as provided in Rule 3.
- 2. (a) A guarantee of eight and one-third miles per hour is made in hill, wreck, work, construction and roustabout drill service.
- (b) In mine service on Bloomsburg branch, eleven hours, including one hour for dinner, will constitute a day's work; overtime at one-tenth of regular rate per day.

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3. In passenger and milk service, except suburban and local on M. & E. division, and on L. & M. and Ithaca branches, the company guarantees fifteen miles per hour for all time on duty, time between runs not to be counted.

OVERTIME.

4. In suburban and local passenger service on M. & E. division, overtime will be paid as per Rule 5, after twelve hours from commencement of run, including lay-over periods, except that on runs with lay-over of eight or more consecutive hours, overtime will be paid when thirty minutes late on last trip arriving at home terminal, at one-twelfth the rates paid on that train.

5. In computing overtime thirty minutes will be considered one hour; less than thirty minutes will not be counted.

MILEAGE ALLOWANCE FOR WAY FREIGHTS AND PICK-UPS.

6. Way freight and pick-up runs of less than 100 miles will be allowed 100 miles.

ALLOWANCE WHEN CALLED AND NOT USED.

7. Men who are called and report will be allowed twenty-five miles and stand first out. If any mileage is made, they will be allowed fifty miles. In road service, if more than fifty and not more than 100 miles are made, or if more than five and not more than ten hours are worked, 100 miles will be allowed; in hill, wreck, work, construction and roustabout drill service, if more than fifty and not more than 100 miles are made, or if more than six and not more than twelve hours are worked, 100 miles will be allowed.

THROUGH FREIGHT RATES TO APPLY TO HILL, WRECK, WORK AND CONSTRUCTION SERVICE.

8. Through freight rates will be paid in hill, work, wreck and construction service.

DOUBLING HILLS.

9. Actual mileage at regular rates will be paid for doubling hills.

LEARNING THE ROAD.

10. No mileage will be allowed for learning the road or for being examined to run on another division, except when ordered by the company, when time will be paid at the rate of 100 miles per day in the service in which regularly employed, and not actual mileage.

RUNS COMPRISING TWO CLASSES OF SERVICE.

11. Runs comprising both freight and passenger or express will be paid on freight basis. This will not apply to Ithaca branch, where men will be paid at the rates for mileage actually made in either class.

ALLOWANCE WHEN HELD AWAY FROM HOME.

12. When conductors and trainmen in extra freight service are held at a terminal other than their home terminal for an engine or train, they will be allowed twenty-five miles for each six hours or fraction thereof so held after the expiration of eighteen hours.

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UNASSIGNED MEN — FIRST IN-FIRST OUT.

13. Unassigned men will be run first in-first out on their respective divisions.

WORK BEFORE OR AFTER A RUN.

14. Any work required before or after a run will be paid for at the same rate and under the same rule.

DOUBLING SHORT RUNS.

15. A run of less than 100 miles which is allowed 100 miles, and the double of which is more than 100 miles, will be allowed actual mileage only when doubled; but when crews double for actual mileage they will be considered as continuously on duty during entire turn-around trip.

COURT DUTY, ETC.

16. Men temporarily engaged in business of the company outside the line of their regular duties, at court or otherwise, will be paid not less than their regular wages per day and necessary expenses while so engaged.

PILOTS.

17. Trainmen acting as pilots, or signing train orders, will receive conductors' pay.

DEADHEADING.

18. Conductors and trainmen deadheading under orders will be allowed half time in their class, but when running with an engine or engine and caboose, full time will be allowed.

PROMOTION.

19. Seniority will be the rule for promotion or advancement in the train service when merited by faithful discharge of duty and when, in the judgment of the superintendent, the employe has shown capacity for increased responsibility. The order of promotion will be as follows:

ON MORRIS & ESSEX DIVISION.

- (a) Freight trainman to extra passenger trainman or freight conductor.
- (b) Freight conductor to milk train conductor or passenger conductor.
- (c) Extra passenger trainman to regular passenger trainman.
- (d) Regular passenger trainman to regular baggageman.
- (e) Baggage man to freight conductor, after qualifying.

ON OTHER DIVISIONS.

- (f) Trainmen (including baggagemen) to be considered in one class; the line of promotion to be:
- (g) Trainman to freight conductor.
- (h) Freight conductor to milk train conductor or passenger conductor.
- (i) Milk train conductor to passenger conductor.

TEMPORARY VACANCIES.

20. A temporary vacancy of more than fifteen days on preferred runs will be filled by the senior conductor or trainman if competent; less than fifteen days by the first man out who is competent.

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VACANCY AMONG PASSENGER CONDUCTORS.

21. A vacancy among passenger conductors will be filled by giving the first regularly assigned extra passenger conductor a regular run.

APPLYING FOR TWO OR MORE VACANCIES.

22. In case two or more runs or vacancies are advertised at the same time, men may make application for any or all, stating their preference.

ADVERTISING VACANCIES.

23. Vacant runs will be advertised ten days beginning within five days from date of vacancy.

TRANSFER BETWEEN DIVISIONS.

24. In case of a shortage of men on one division and a surplus on another division, the surplus will be transferred temporarily, as may be necessary to avoid hiring men, and will not lose their rank on the division from which transferred.

RIGHTS OF TRANSFERRED MEN.

25. A man going from one division to another permanently will be considered a new man on the division to which he goes, and will lose his rank on the division which he leaves.

HIRING CONDUCTORS.

26. For every two trainmen promoted to conductors one conductor may be hired, provided there is no competent trainman in the service of five years' experience.

IN REDUCING FORCE.

27. In reducing the force the least competent men among the more recently employed may be permanently relieved or laid off as may be found necessary. Regular men in the service who have been promoted will be set back on their respective divisions in the order of their promotions to the positions to which they are entitled.

28. When men do not make 2,600 miles per month in extra freight service, the more recently employed or promoted will be set back or placed on the extra list. They shall also hold their rank respectively when business revives and additional men are required.

FAILURE TO PASS EXAMINATIONS.

29. Trainmen failing to pass a first examination for conductor will be given a second examination after a reasonable time. If they fail again they may be relieved as incompetent.

REST BETWEEN RUNS.

30. Men shall not be called to go out until they have been permitted or required to take sufficient rest. After sixteen consecutive hours on duty they will be required to take at least eight hours' rest.

NOTIFICATION WHEN UNABLE TO WORK.

31. Men who are unable from any cause to perform service must send notice in ample time for other provision to be made and to avoid being called.

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CALLING MEN.

32. Where callers are employed, men who live within a distance of one mile will be called a reasonable time before the leaving time of their trains, and the man called will sign his name and the time at which he was called. This will not apply to men assigned to regular passenger trains leaving between the hours of 7 A. M. and 11 P. M., nor to regular freight trains leaving between 7 A. M. and 10 P. M.

EMPLOYMENT FOR DISABLED MEN.

33. It is the policy of the management to find suitable employment for disabled employes, if practicable, when they can perform work that does not incur danger to themselves, other employes, the public, or the company's property.

SERVICE CERTIFICATES.

34. All men who have been in the employ of the company for ninety days, upon leaving the service or being relieved, will be given a certificate stating the time of service, in what capacity, and cause of leaving, same to be approved and stamped by the proper officer.

INVESTIGATIONS.

35. No man will be dismissed without a fair and impartial investigation, at which he may be present, and when desired he may call in a fellow employe to act as his counsel.

ROSTERS.

36. Rosters of men on each division, giving the dates they entered the service of the company and the time of their promotion to their present positions, will be kept at convenient places for inspection by them.

ERRORS IN TIME SLIPS.

37. When the service on a time slip is not allowed, the time slip will be returned to the man making it, with reasons given in writing for not allowing it.

RIGHT OF APPEAL.

38. The management accords to any and all employes the right to appeal to its highest officer.

T. E. CLARKE,
General Superintendent.

LEHIGH VALLEY RAILROAD, BAGGAGEMEN AND TRAINMEN.

[Effective May 15, 1906.]

The rate of pay of baggagemen, passenger, freight, yard and mine trainmen will be as follows:

1. Passenger trainmen:

50 miles or less	\$0.95 per day.
51 to 140 miles	2.00 per day.
141 to 155 miles	2.10 per day.
156 miles and over	2.20 per day.

2. Train baggagemen:

50 miles or less	\$1.00 per day.
51 to 140 miles	2.10 per day.
141 to 155 miles	2.20 per day.
156 miles and over	2.30 per day.

(a) On the Clinton, Pittstown, Flemington, and Willard branches, the rate for service will be on a monthly basis.

(b) Jersey City to Buffalo or vice versa, trainmen, four dollars (\$4) per trip; baggagemen, four dollars and thirty-five cents (\$4.35) per trip.

(c) Jersey City to Suspension Bridge via Buffalo or Depew Junction, or vice versa, trainmen four dollars and twenty-five cents (\$4.25) per trip; baggagemen, four dollars and sixty cents (\$4.60) per trip.

(d) Easton to Buffalo or vice versa, trainmen, three dollars and fifty cents (\$3.50) per trip; baggagemen, three dollars and eighty-five cents (\$3.85) per trip.

(e) Easton to Suspension Bridge via Buffalo or Depew Junction, trainmen, three dollars and seventy-five cents (\$3.75) per trip; baggagemen, four dollars and ten cents (\$4.10) per trip.

(f) Easton to Jersey City and return or vice versa, trainmen, two dollars (\$2) per round trip; baggagemen, two dollars and thirty cents (\$2.30) per round trip.

(g) Pittston Junction to Jersey City, or vice versa, trainmen, two dollars and twenty-five cents (\$2.25) per trip; baggagemen, two dollars and fifty cents (\$2.50) per trip.

(h) When overtime is allowed or additional allowance made, it will be at the rate of twenty (20) cents per hour for trainmen and twenty-one (21) cents per hour for baggagemen.

3. Through symbol train service Suspension Bridge to Sayre, or vice versa, trainmen, three dollars and forty-five cents (\$3.45) per trip; flagmen, three dollars and fifty cents (\$3.50) per trip. Overtime after seventeen (17) hours and thirty (30) minutes.

(a) Through symbol train service, Sayre to East Buffalo, or vice versa, trainmen, three dollars and ten cents (\$3.10) per trip; flagmen, three dollars and fifteen cents (\$3.15) per trip. Overtime after fifteen (15) hours and thirty (30) minutes.

(b) Through symbol train service, Sayre to Lehighon or Mahoning, or vice versa, two dollars and sixty-eight cents (\$2.68) per trip. Overtime after fifteen (15) hours and thirty (30) minutes.

(c) Through slow freight service Sayre to East Buffalo, or vice versa, trainmen, three dollars and forty-four cents (\$3.44) per trip; flagmen, three dollars and sixty cents (\$3.60) per trip. Overtime after eighteen (18) hours and thirty (30) minutes.

(d) Through slow freight service East Buffalo to Manchester, Manchester to Sayre, or Sayre to Coxtan, or vice versa, two dollars (\$2) per trip. Overtime after twelve (12) hours and thirty (30) minutes.

(e) Through slow freight service. Suspension Bridge to Manchester, or vice versa, trainmen, two dollars and ten cents (\$2.10) per trip; flagmen, two dollars and twenty cents (\$2.20) per trip. Overtime after twelve (12) hours and thirty (30) minutes.

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(f) Through slow freight service Coxtan to Lehighton or Mahoning and return, or vice versa, two dollars and ninety cents (\$2.90) per round trip. Overtime after fifteen (15) hours and thirty (30) minutes.

(g) Through slow freight service Coxtan to Lehighton or Mahoning, via Mountain Cut-Off, returning via main line, or vice versa, three dollars and ten cents (\$3.10) per round trip. Overtime after sixteen (16) hours and thirty (30) minutes.

(h) Through slow freight service Coxtan to Lehighton or Mahoning and return, or vice versa, via the Mountain Cut-Off, and run extended to Port Bowkley or Wilkes-Barre, three dollars and fifty cents (\$3.50) per round trip. Overtime after eighteen (18) hours and thirty (30) minutes.

(i) Through slow freight service Wilkes-Barre to Lehighton or Mahoning, and return via Mountain Cut-Off, or vice versa, three dollars and ten cents (\$3.10) per round trip. Overtime after sixteen (16) hours and thirty (30) minutes.

(j) Through slow freight service Wilkes-Barre to Lehighton or Mahoning, via Mountain Cut-Off, returning via main line, or vice versa, two dollars and ninety cents (\$2.90) per round trip. Overtime after fifteen (15) hours and thirty (30) minutes.

(k) Through slow freight service Wilkes-Barre or Coxtan to Penn Haven Junction and return, two dollars and ten cents (\$2.10) per round trip. Overtime after twelve (12) hours and thirty (30) minutes.

(l) Through slow freight service Lehighton to Jersey City, or vice versa, trainmen, two dollars and thirty-six cents (\$2.36) per trip; flagmen, two dollars and forty-eight cents (\$2.48) per trip. Overtime after thirteen (13) hours and thirty (30) minutes.

(m) Through slow freight service Lehighton to Oak Island, or vice versa, trainmen, two dollars and twenty cents (\$2.20) per trip; flagmen, two dollars and thirty cents (\$2.30) per trip. Overtime after twelve (12) hours and thirty (30) minutes.

(n) Through slow freight service Lehighton to Perth Amboy, or vice versa, trainmen, two dollars and ten cents (\$2.10) per trip; flagmen, two dollars and twenty cents (\$2.20) per trip. Overtime after twelve (12) hours and thirty (30) minutes.

(o) Symbol train service Lehighton to Jersey City, or vice versa, two dollars and twenty-two cents (\$2.22) per trip. Overtime after twelve (12) hours and thirty (30) minutes. Lehighton to Oak Island, or vice versa, two dollars (\$2) per trip. Overtime after twelve (12) hours and thirty (30) minutes.

(p) Slow freight service Lehighton to Phillipsburg or Easton and return, or vice versa, trainmen, two dollars (\$2) per round trip; flagmen, two dollars and ten cents (\$2.10) per round trip. Overtime after twelve (12) hours and thirty (30) minutes.

(q) Local freight or pick-up trains on main line and branches, two dollars and thirty cents (\$2.30) per day. Overtime after twelve (12) hours and thirty (30) minutes.

(r) Branch lines, two dollars (\$2) per day. Overtime after twelve (12) hours and thirty (30) minutes.

(4) Work, construction and tool train service, two dollars and ten cents (\$2.10) per day. Overtime after twelve (12) hours and thirty (30) minutes.

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5. Yard and mine service, two dollars and thirty cents (\$2.30) per day. This to apply to all yards except Jersey City and Buffalo.

6. In all other service, except as above noted, the pay of trainmen and flagmen will be two dollars (\$2) per day. Overtime after twelve (12) hours and thirty (30) minutes.

7. Time allowance, except as above provided, will be as follows:

(a) Twelve (12) hours and thirty (30) minutes or less in road service to constitute one (1) day; six (6) hours and thirty (30) minutes or less, one-half ($\frac{1}{2}$) day. In computing overtime no fraction of an hour less than thirty (30) minutes will be allowed; over thirty (30) minutes one (1) hour will be allowed.

(b) Trainmen in yard and mine service to work eleven (11) hours per day, one (1) hour of the eleven (11) to be allowed for lunch. The lunch hour shall be taken between the hours of eleven (11) A. M. and one (1) P. M., and eleven (11) P. M. and one (1) A. M. Overtime to be allowed after ten (10) hours and thirty (30) minutes. Whenever trainmen are obliged to work the lunch hour, one-tenth (1-10) of a day's pay will be allowed. Trainmen in yard and mine service who work five (5) hours and thirty (30) minutes or less, shall receive one-half ($\frac{1}{2}$) day. Over five (5) hours and thirty (30) minutes will constitute a day.

(c) Yard crews working one-half ($\frac{1}{2}$) day and one-half ($\frac{1}{2}$) night, to receive wages of night crews.

8. Whenever trainmen or flagmen are called and report for duty and the train is annulled, one-fourth ($\frac{1}{4}$) of a day will be allowed, and the trainman or flagman so called stands first out.

9. Where pay is based on the trip and more than a day is allowed for the trip, the overtime will commence thirty (30) minutes after the expiration of the time allowance made for the trip.

10. Overtime will be paid at the rate of one-tenth (1-10) of a day per hour.

11. Where callers are employed, trainmen or flagmen who live within a distance of one (1) mile of the starting place of train, will be called a reasonable time before the leaving time of their train and the trainman or flagman called will sign his name and time at which he was called in a book provided for that purpose. Trainmen or flagmen assigned to regular runs will not be called between the hours of 6 A. M. and 10 P. M.

(a) Time will commence at the time the trainmen or flagmen are ordered to report for duty.

(b) Should any change be made in the time claimed on time slip, trainmen or flagmen will be fully advised as to the reason therefor, in writing.

12. Trainmen or flagmen will not be discharged or suspended without a fair hearing and investigation, and if the testimony of any witness to the occurrence is of any value to the trainman or flagman, such testimony shall be taken at the proper time by the superintendent, and fairly considered.

(a) If a trainman or flagman, upon investigation, is found not to blame, he shall be allowed full pay for the time lost. Suspension shall be definite, time of suspension to be computed from the time trainman or flagman was relieved from service.

(b) A trainman or flagman who is dissatisfied with the decision of any officer of the company, shall have the right to appeal to his superintendent, or after having appealed to the superintendent, to a higher official.

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13. As a general rule trainmen and flagmen will not be asked to make an extra trip after sixteen (16) hours, without eight (8) hours rest. This, however, may be done in case of accident or other emergency.

14. Trainmen and flagmen shall be regarded in line for promotion on their respective division; the line of promotion to be from freight trainman to extra passenger trainman or freight conductor; extra passenger trainman to regular passenger trainman; regular passenger trainman to baggageman. When a new run is created or an old run becomes vacant, it shall be advertised ten days beginning five days from creation of vacancy, preference being given to the oldest man making application for the run within the time, provided he is capable; straight seniority to prevail. The oldest extra man to be given preference of all work according to the seniority rule.

15. When the business of the company is such that it is necessary to transfer trainmen or flagmen from one division to another, it is understood that in case of a surplus of trainmen or flagmen on one part of the road, and a shortage on another, the surplus trainmen or flagmen may be transferred temporarily and such trainmen or flagmen shall not lose their rights on the division from which they were transferred.

(a) Trainmen or flagmen will not be transferred permanently from one division to another and take their rights ahead of trainmen or flagmen on division to which they were transferred.

16. Trainmen or flagmen who are on company's business, such as attending court, or who may be called upon for any service by their superintendent other than their regular duty as trainmen or flagmen shall be paid their regular wages and expenses.

17. The rights of a trainman or flagman shall begin from the time he is employed as a trainman or flagman. Any trainman or flagman discharged and upon further investigation found blameless, shall be reinstated to his former position and rank. Should any trainman or flagman be discharged and not make application for a re-hearing of his case inside of six months from the date of such discharge, he shall not be restored to his former position and rank, although he may be re-employed in the service of the company.

18. Trainmen and flagmen will be allowed half-time in their class when learning the road or deadheading, when ordered to do so by the superintendent; it is not intended that trainmen or flagmen shall be paid half-time while learning the road, unless they have been appointed regular trainmen and flagmen.

(a) When engines stall on account of being overloaded, trainmen will be allowed overtime under overtime rules for each hour consumed in doubling. If overtime is made on trip this is to be deducted therefrom.

19. Yard and road work to be two distinct classes of service, except the position of yard master. If a road man accepts a position in yard service, he forfeits his rights to road service. If a man accepts a position in road service he forfeits his rights to yard service.

20. In reducing force, the trainman and flagman most recently employed may be permanently relieved if found necessary.

21. Trainmen acting as pilots to receive conductor's pay.

22. All trainmen who have been in the employ of the company for ninety (90) days and leave the service in good standing, will be given a service

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card stating time of service and capacity in which employed, same to be approved and stamped by the proper officer.

23. When the business of the company becomes so slack, reduction of force to be made so that the oldest men shall make twenty-six (26) days per month.

24. Trainmen and flagmen to receive a copy of these rules and rates of pay.

This agreement will be in effect from and after May 15, 1906, and will remain in force one year from above date, superseding all agreements and schedules heretofore issued.

M. B. CUTTER,
General Manager.
P. J. CLARK,
For the Trainmen.

NEW YORK CENTRAL AND HUDSON RIVER RAILROAD CO., CONDUCTORS AND TRAINMEN.

NEW YORK CENTRAL & HUDSON RIVER RAILROAD CO.

GENERAL SUPERINTENDENT'S OFFICE.

NEW YORK, N. Y., December 1, 1905.

To Division Superintendents:

Gentlemen.—Beginning January 1, 1906, the following rates of pay for Passenger and Freight Conductors, Assistant Conductors, Passenger Trainmen, Train Baggage-men, Freight Brakemen and Flagmen, and Yard Conductors and Brakemen, and arrangement for handling same, will be in effect:

THROUGH PASSENGER SERVICE.

	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
New York and Buffalo.	Conductor,	\$144 00	9000	.016
	Baggageman,	77 00	9000	.008 5-9
	Rr. Trainman,	75 00	9000	.008 1-3
	Fd. Trainman,	72 50	9000	.00805
Weehawken and Buffalo. (Trains 19-4, 1-2.)	Conductor,	144 00	9000	.016
	Rr. Trainman,	75 00	9000	.008 1-3
	Fd. Trainman,	72 50	9000	.00805
(Trains 3-42-20.)	Conductor,	139 20	8000	.0174
	Trainmen,	68 00	8000	.0085
	Baggagemen,	77 00	9000	.008 5-9
(Trains 3-4, 1-2.)				
Weehawken & Sus. Bridge. (Trains 5-6.)				
	Baggagemen,	70 00	6750	.01037

The above are flat rates and are to be paid each month for filling the schedule.

New York and Utica.	Conductor,	\$115 00	7000	.0164
	Baggageman,	65 00	7000	.0093
	Rr. Trainman,	62 50	7000	.0089
	Fd. Trainman,	60 00	7000	.008 4-7

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	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
New York & Malone Junction.	Baggagemen,	75 00	9000	.008 1-3
New York and Montreal.	Baggagemen,	75 00	9500	.0079
Albany and Buffalo.	Conductor,	115 00	7000	.0164
	Baggageman,	77 00	9000	.008 5-9
	Rr. Trainman,	62 50	7000	.0089
	Fd. Trainman,	60 00	7000	.008 4-7
Syracuse & Weehawken.	Conductor,	110 00	6000	.0183
	Rr. Trainman,	62 50	6000	.0104
	Fd. Trainman,	60 00	6000	.01

PASSENGER SERVICE.

WESTERN DIVISION.

	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
Buffalo and Syracuse. (Main Line.)	Conductor,	\$110 00	6000	.0183
	Baggageman,	60 00	6000	.01
	Rr. Trainman,	60 00	6000	.01
	Fd. Trainman,	58 50	6000	.00976
Lockport & Buffalo (and Albion) ; Niagara Falls Branch; Falls Road; Lyons and Rochester; Rochester and Buffalo, Falls Branch and Main Line; Roch- ester and Syracuse, Auburn Road and Main Line; Buffalo and Lockport; Syracuse and Canandaigua; Canandaigua, Rochester & Niagara Falls; Lyons & Canandaigua; Syra- cuse and Suspension Bridge, W. S.; Rochester and Char- lotte, Summer.	Conductor,	110 00	5500	.02
	Baggageman,	58 50	5500	.01063
	Trainmen,	58 50	5500	.01063
Buffalo and Newark, W. S.;	Conductor,	110 00	5500	.02
Buffalo and Geneva; Canandai- gua, Batavia & North Tona- wanda.	Baggageman,	58 50	5500	.01063
	Trainmen,	58 50	5500	.01063

Canandaigua, Rochester and Niagara Falls crew will receive full mileage for Sunday run and have one day off each month with pay.

	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
Buffalo Belt Line, with Falls Branch trip.	Conductor,	\$105 00	5500	.0191
	Baggageman,	55 00	5500	.01
	Trainmen,	55 00	5500	.01

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	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
Syracuse & Buffalo, W. S.	Conductor,	\$102 30	5500	.0186
	Baggageman,	57 50	5500	.0105
	Trainmen,	55 00	5500	.01
Chenango Branch, Earlville Crew.	Conductor,	95 00	4000	.02375
	Baggageman,	57 50	4000	.01475
	Trainman,	57 50	4000	.01475
Chenango Branch, Syracuse Crew.	Conductor,	87 50	4000	.021 7-8
	Baggageman,	50 00	4000	.0125
	Trainman,	50 00	4000	.0125
Rochester and Charlotte; Batavia and Attica.	Conductor,	83 33	3000	.0277
	Baggageman,	50 00	3000	.0166
	Trainmen,	50 00	3000	.0166

MOHAWK DIVISION.

Albany and Oneida.	Conductor,	\$132 37	7564	.0134
	Baggageman,	70 34	7564	.0093
	Rr. Trainman,	75 64	7564	.01
	Fd. Trainman,	70 34	7564	.0093
	Milk Trainman,	75 64	7564	.01
Utica and Montreal. (Trains 651-650.) (Trains 655-654.)	Conductor,	105 00	6500	.01615
	Trainmen,	62 50	6500	.0096
	Conductor,	125 00	7500	.016 2-3
	Trainmen,	72 50	7500	.009 2-3
Syracuse and Albany. (Main Line.)	Conductor,	110 00	6000	.0183
	Baggageman,	60 00	6000	.01
	Rr. Trainman,	60 00	6000	.01
	Fd. Trainman,	58 50	6000	.00975
Albany and Troy Belt Line.	Conductor,	114 00	4500	.0253
	Baggageman,	62 50	4500	.0139
	Trainman,	60 00	4500	.01 1-3
Troy and Schenectady; Troy, Schenectady and Rensselaer.	Conductor,	100 00	4500	.0222
	Baggageman,	60 00	4500	.0133
	Trainman,	57 50	4500	.012 7-9
Albany and Syracuse, W. S. trains 9 and 18.	Conductor,	110 00	5500	.02
	Baggageman,	65 00	5500	.0118
	Rr. Trainman,	60 00	5500	.0109
	Fd. Trainman,	65 00	5500	.011 9-11
Utica and Ravena.	Conductor,	100 00	6500	.0155
	Baggageman,	57 50	6500	.00884
	Trainman,	52 50	6500	.008
Canajoharie and Syracuse.	Conductor,	100 00	6500	.0155
	Baggageman,	55 00	6500	.0084
	Trainman,	52 50	6500	.008
Albany and Utica.	Conductor,	100 00	6000	.01 2-3
	Rr. Trainman,	60 00	6000	.01
	Fd. Trainman,	57 75	6000	.0096

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	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
Syracuse and Utica.	Conductor,	\$91 66	5000	.0183
	Trainmen,	55 00	5000	.011
Utica and Malone Junction.	Conductor,	91 66	4500	.0204
	Trainmen,	57 50	4500	.012 7-9
Saranac Branch.	Conductor,	100 00	3000	.033 1-3
	Baggageman,	60 00	3000	.02
	Trainman,	60 00	3000	.02
Herkimer, Remsen and Old Forge.	Conductor,	91 66	4500	.0204
	Trainmen,	57 50	4500	.012 7-9
Herkimer, Remsen and Poland, winter.	Conductor,	87 50	4500	.019 4-9
	Trainman,	57 50	4500	.012 7-9

All train baggagemen and passenger trainmen called for extra passenger service and used on the M. & M. Road shall, when such service does not exceed 200 miles, be paid for 200 miles at .01 per mile.

HUDSON DIVISION.

Troy, Albany and New York.	Conductor,	\$110 00	6000	.0183
	Baggageman,	60 00	6000	.01
	Rr. Trainman,	60 00	6000	.01
	Fd. Trainman,	58 50	6000	.00975
Poughkeepsie and Albany; Pough- keepsie and New York.	Conductor,	100 00	4000	.025
	Baggageman,	52 50	4000	.013 1-8
	Trainmen,	52 50	4000	.013 1-8
New York, Yonkers, Croton and Peekskill.	Conductor,	100 00	4500	.0222
	Ast. Conductors,	70 00	5000	.014
	Trainmen,	60 00	4500	.0133

Crews on Yonkers, Croton and Peekskill trains will be allowed every other Sunday off when circumstances will permit, otherwise two days off per month.

155th Street and Yonkers.	Conductor,	\$90 00
	Trainmen,	52 50

Will be allowed one day off per month.

155th Street, Brewster, Yorktown and Pocantico Hills.	Conductor,	\$85 00
	Trainmen,	52 50

Will be allowed one day off per week.

155th Street and Brewster.	Baggagemen,	\$30 00		
30th Street and Spuyten Duyvil.	Conductor,	83 33	4000	.0208
	Trainmen,	50 00	4000	.0125
	Milk Messenger,	50 00		

HARLEM DIVISION.

New York, Chatham, Pittsfield and North Adams.	Conductor,	\$110 00	6000	.0183
	Baggageman,	62 50	6000	.0104
	Trainmen,	62 50	6000	.0104
New York and Pawling.	Conductor,	100 00	4000	.025
	Baggageman,	57 50	5000	.0115
	Trainmen,	57 50	5000	.0115

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	POSITION.	Amount per Month.	Maxi- mum Miles.	
New York, Pawling and White Plains. (No Sunday work.)	Conductor,	\$100 00	5000	.02
	Baggageman,	57 50	5000	.0115
	Trainmen,	57 50	5000	.0115
New York, White Plains, Mt. Kisco, Brewster, Goldens Bridge and Lake Mahopac.	Conductor,	100 00	4500	.0222
	Ast. Conductor,	70 00	4500	.015
	Trainmen,	60 00	4500	.0133

Crews running between New York, White Plains, Mt. Kisco, Brewster, Goldens Bridge and Lake Mahopac will be allowed every other Sunday off when circumstances will permit, otherwise two days off per month.

Mahopac Branch.	Conductor,	\$83 33	4000	.0208
	Baggageman,	51 00	4000	.0128
	Trainman,	51 00	4000	.0128

Baggagemen on trains 4 and 17, also men on New York, Pawling and White Plains runs who act as assistant conductors shall receive \$5 additional per month.

RIVER DIVISION.

Weehawken and Albany. (Trains 14-7, 8-13.)	Conductor,	\$110 00	6000	.0183
	Baggageman,	65 00	6000	.010 5-6
	Trainmen,	60 00	6000	.01

Kingston & Weehawken. (Local.)	Conductor,	\$110 00	5500	.02
	Baggageman,	60 00	6000	.01
	Trainmen,	60 00	6000	.01

Two days off per month.

Weehawken & Newburgh. (Group run.)	Conductor,	105 00	5500	.0191
	Baggageman,	57 50	5500	.01045
	Trainmen,	57 50	5500	.01045

Kingston & Weehawken. (Through.)	Conductor,	102 30	5500	.0186
	Baggageman,	60 00	5500	.0109
	Trainmen,	56 00	5500	.0102

Albany and Kingston.	Ex. Baggageman,	55 00	4500	.0122
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Weehawken and West Haver- straw; Weehawken, West Haver- straw & Newburgh.	Conductor,	102 30	5500	.0186
	Baggageman,	57 50	5000	.0115
	Trainmen,	57 50	5000	.0115

Weehawken and West Haverstraw runs, two days off per month for Conductor.

Weehawken and Albany.	Conductor,	\$102 30	5500	.0186
	Baggageman,	57 50	5000	.0115
	Trainmen,	55 00	5000	.011

Albany Branch.	Conductor,	90 00	3500	.0257
	Baggageman,	56 00	3500	.016
	Trainman,	55 00	3500	.01 4-7

One day off per month for Conductor.

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	POSITION.	Amount per Month.	Maxi- mum Miles.	Rate per Mile.
Weehawken, Jersey City and Newburgh.	Conductor,	\$102 30	3500	.0292
	Baggageman,	57 50	3500	.016 3-7
1 Round trip to Newburgh.	Trainman,	57 50	3500	.016 3-7
2 Round trips to Jersey City.				
Kingston and Albany.	Conductor,	90 00	3500	.0257
	Baggageman,	56 00	3500	.016
	Trainman,	55 00	3500	.01 4-7
One day off per month for Conductor.				
Weehawken & Kingston. (Milk Train.)	Conductor,	102 30	5500	.0186
	Trainmen,	55 00	5500	.01
One day off per month.				
Train 53 and Haverstraw. Pusher.	Conductor,	3 30	per day, 12 hrs.	
	Trainman,	2 70	per day, 12 hrs.	
Wallkill Valley.	Conductor,	90 00	5000	.018
	Baggageman,	57 50	5000	.0115
	Trainmen,	57 50	5000	.0115
Dumont Local.	Conductor,	3 50	per day, 12 hrs.	
	Trainman,	2 70	per. day, 12 hrs.	
Weehawken and Jersey City.	Conductor,	3 30	per day.	
12-hour day, one-quarter day for	Baggageman,	57 50	3500	.01642
extra trip of 2 hours.	Trainman,	55 00	3500	.01 4-7

One-quarter day will be allowed for protecting train 6 at Albany.
Train 4, Albany Branch, and dead-head, one-quarter day will be allowed.
Passenger crews dead-heading on passenger trains between Weehawken and Newburgh shall be allowed one-quarter day; between Weehawken and West Haverstraw, one-quarter day; between Weehawken and Ravena, one-half day; between Weehawken and Albany, one-half day; between Weehawken and Kingston, one-third day.

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	Conduc- tor.	Baggageman.	Trainmen.
Corning and Lyons.....	\$93 00	\$35 00	\$55 00
Corning and Williamsport.....	95 00	35 00	60 00
Williamsport and Patton	95 00	35 00	60 00
Lyons and Williamsport.....		60 00	
Cowanesque Valley	93 00	30 00	57 50
Penn Yan Branch.....	85 00	30 00	50 00
Wellsboro, Philipsburg, and Morris Run..	83 00	Thro. frt. rate.	
Wellsboro		30 00	
Philipsburg			50 00
Extra pay for Sunday work.			

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R., W. & O. DIVISION.

Compensation for services performed in passenger and milk train service will be as follows:

Conductor . . . . .	.0175 per mile, 200 miles or less.
Baggageman . . . . .	.01 per mile, 200 miles or less.
Trainmen . . . . .	.0095 per mile, 200 miles or less.
Trainmen on Milk Trains . . . . .	.01 per mile, 200 miles or less.

Except as indicated below.

	Conduc- tor .0175 Miles.	Baggage- man .01 Miles.	Train- men .0095 Miles.
Buffalo and Rochester	228	\$30 00	245
Buffalo, Rochester & Lyndonville	200	30 00	200
Waterport and Buffalo		35 00	
Rochester and Niagara Falls		30 00	
Oswego and Rochester		30 00	
Waterport and Rochester, and local work on Charlotte Branch, Western Division	200	200	200
Rochester and Richland	235	30 00	235
Oswego and Rochester		30 00	
Oswego and Richland		30 00	
Oswego and Syracuse, Phoenix Line	215	30 00	215
Oswego and Utica		30 00	
Massena Springs and Syracuse (220 miles single)	440	440	440
Utica and Massena Springs (via Rome)	440	440	440
Utica and Massena Springs (via Rome) re- turning via Ogdensburg	475	475	475
Gouverneur and Edwards, overtime after 12 hours and 30 minutes	200	15 00	} 90 F 40 P
Syracuse and Clayton	222	222	222
Utica and Clayton (via Watertown), round trip	234	234	234
Utica and Clayton (via Carthage)	217	217	217
Utica and Ogdensburg, round trip	325	325	325
Utica to Clayton and two trips to Philadel- phia	215	215	215
Watertown to Utica and return, via Carthage	215	215	215
C. & A. Run (212-mile trip)	250	250	250
Watertown to Syracuse and return to Richland	200 P	200 P	200 P
Freight Richland to Watertown	32 F	32 F	32 F
Watertown to Massena Springs	100 P	100 P	100 P
Massena Springs to Watertown	88 F	88 F	88 F
(Overtime after 8 hours and 30 minutes on freight trip.)			
Wallington and Oswego	200 P	100 F	100 F
(Overtime after 7 hours and 30 minutes on freight trip.)			

Baggagemen paid flat rate per month are joint men with American Express Company.

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MILK TRAINS.

	Conduc- tor .0175 Miles.	Baggage- man .01 Miles.	Train- men .0095 Miles.
Utica and Carthage (via Remsen) and icing at Carthage	220	220	220
Utica and Carthage (via Rome) and icing at Carthage	220	220	220
Ogdensburg to Herkimer (via Remsen) and icing at Carthage.....	220	220	220
Massena Springs and Philadelphia	210	210	210
(Yard rates for switching at Philadelphia.)			

THROUGH FREIGHT SERVICE.

HUDSON, MOHAWK AND WESTERN DIVISIONS.

Slow Freight.....	Conductors . . . . .	.027 2-3 per mile.		
Slow Freight.....	Brakemen . . . . .	.019	"	"
Fast Freight.....	Conductors . . . . .	.026	"	"
Fast Freight.....	Brakemen . . . . .	.018	"	"

Trains having high-class business, merchandise, stock and beef, or that require preferred movement, are considered fast freights.

FREIGHT SERVICE.

One hundred miles or less to be considered one hundred miles. All over one hundred miles to be paid pro-rata.

WESTERN DIVISION.

Conductors of local pick-up and drop trains shall receive \$3.30 per day, .022 per mile; brakemen, \$2.31 per day, .0154 per mile, 150 constructive miles per day.

Crews of local pick-up and drop trains that run over the entire division to receive slow freight pay.

Crews of cut-out through freight trains between East Buffalo and East Rochester, East Rochester and Syracuse, East Rochester and De Witt, Suspension Bridge and East Rochester, and West Seneca and East Rochester, will be allowed 100 miles each way. This does not include local pick-up and drop trains.

Conductors running between East Buffalo and Canandaigua, and return, will be allowed \$4.15 for the round trip, .027 2-3 per mile; brakemen, \$2.85 for the round trip, .019 per mile, to be shown on pay roll as 150 miles. Overtime to be allowed after 15 hours.

Crews of Lyons and Suspension Bridge, Lyons and East Buffalo or Lyons and West Seneca trains will be paid fast freight rate, conductors, \$3.90 per trip, brakemen, \$2.70, being figured on basis of 150 miles at .026 and .018 per mile, respectively.

Crews of trains DR 1, RD 6, DR 5, RD 2, RK 2 and KR 1, between De Witt, Syracuse and East Rochester, will be allowed 100 miles per trip; conductors, .027 2-3 per mile, \$2.76; brakemen, .019 per mile, \$1.90.

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Crews of trains running between Newark or Lyons and Syracuse or De Witt, and return, shall be allowed 150 miles; conductors, .027 2-3 per mile, \$4.15; brakemen, .019 per mile, \$2.85.

Crews of trains running between Newark and Buffalo, Suspension Bridge or West Seneca, shall be allowed 150 miles; conductors, .026 per mile, \$3.90; brakemen, .018 per mile, \$2.70.

Freight Crews between West Seneca and East Buffalo, via Seneca Street, shall receive one-quarter day; East Buffalo and Suspension Bridge, one-quarter day; De Witt to Solvay and return, one-quarter day, at local freight pay.

Crews running between De Witt and Corning will be allowed 150 miles; conductors, .027 2-3 per mile, \$4.15; brakemen, .019 per mile, \$2.85; overtime after 15 hours.

Crew of train DS 1 to receive slow freight pay when they do slow freight work.

Crew of train BD 2 to receive slow freight pay.

Mileages.

Buffalo and De Witt.....	150 miles.
Suspension Bridge and De Witt.....	160 miles.
West Seneca and De Witt.....	157 miles.
Suspension Bridge and De Witt via Batavia and N. Tonawanda...	166 miles.

Specified Runs.

De Witt and Syracuse,	}	Conductors, \$3.30 per day. Brakemen, \$2.31 per day. (Overtime after 10 hours.)
De Witt and Auburn,		
Lyons and Auburn, via Geneva,		
Newark and Maplewood,		
East Rochester and Canandaigua,		
East Rochester and Charlotte,		
East Rochester and Fairport,		
East Buffalo and Oakfield,		
East Buffalo and Suspension Bridge,		
Depew Special,		

Brakemen on pusher engines will receive \$2.31 per day for 12 hours.

All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

MOHAWK DIVISION.

Crews running between DeWitt and Rotterdam Junction will be paid as follows:

Slow Freight.....	Conductors . . . . .	.02 2-3 per mile.
Slow Freight.....	Brakemen . . . . .	.019 " "
Fast Freight.....	Conductors . . . . .	.025 " "
Fast Freight.....	Brakemen . . . . .	.018 " "

150 constructive miles per trip.

Crews of local pick-up and drop trains that run over the entire division shall receive slow freight pay; all other local pick-up and drop trains, con-

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ductors, \$3.30 per day, .022 per mile; brakemen, \$2.31 per day, .0154 per mile; 150 constructive miles per day.

Crews running between Frankfort and New York Mills, Frankfort and Ravena, and extra crews running between Ravena and Hoffmans are to be classed as local pick-up and drop train crews, and receive same pay.

Crew of train VD 1 to receive slow freight pay.

	Miles.	Conductors .0273 per trip.	Brake- man .019 per trip.
Syracuse or De Witt to Frankfort and return (through frt. service).....	150	\$4 15	\$2 85
Frankfort to Rotterdam Junction and return.....	150	4 15	2 85

Specified Runs.

West Albany and Utica, Syracuse and Frankfort, De Witt and Utica.

Conductors, \$3.30 per day; brakemen, \$2.31 per day. (Overtime after 10 hours.)

All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro rata. (See General Rule 44.)

Crews running between Troy and Rensselaer, Troy, Green Island and Cohoes, and B. & M. Yard to be paid, conductor \$75 per month, brakemen \$2.31 per day, overtime after twelve hours.

MOHAWK AND MALONE.

All trains to be classed as local pick-up and drop trains and crews to be allowed 150 constructive miles per day: Conductors, .022 per mile, \$3.30; brakemen, .0154 per mile, \$2.31.

All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

HUDSON DIVISION.

Crews of local pick-up and drop trains will be allowed 150 constructive miles per day, conductors, .0242 per mile, \$3.63; brakemen, .0165 per mile, \$2.48.

Trains between Melrose Junction and Sixty-fifth street to be classed as local pick-up and drop trains, and crews allowed 150 constructive miles per day, conductors, .022 per mile, \$3.30; brakemen, .0154 per mile, \$2.31.

Trains AP 4 and PA 3 to be classed as continuous trip, and paid slow freight pay.

Milk Trains 48, 49, 38, 39: Conductors, \$110 per month; brakemen, \$65 per month.

Milk Trains 74 and 77: Conductors, \$100; brakemen, \$60.

Conductors and brakemen poling from Sixty-fifth street to Mott Haven for train and return shall receive one-half day and stand first out.

All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

HARLEM DIVISION.

Crews of local pick-up and drop trains to be allowed 150 constructive miles per day, conductors, .022 per mile, \$3.30; brakemen, .0154 per mile, \$2.31.

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All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

Trains NK 1 and KN 2: Conductors, .026 per mile; brakemen, .018 per mile, 150 miles per trip.

PUTNAM DIVISION.

Crews of local pick-up and drop trains to be allowed 150 constructive miles per day, conductors, .022 per mile, \$3.30; brakemen, .0154 per mile, \$2.31.

All work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata.

RIVER DIVISION.

Slow Freight.....	Conductors . . . . .	.026	per mile.
Slow Freight.....	Brakemen . . . . .	.019	per mile.
Fast Freight.....	Conductors . . . . .	.025 1-3	per mile.
Fast Freight.....	Brakemen . . . . .	.018	per mile.

Crews of local pick-up and drop trains to be allowed 150 constructive miles per day, conductors, .022 per mile, \$3.30; brakemen, .0154 per mile, \$2.31.

All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

Round trip between Ravena and Newburgh: Brakemen, 165 miles at proper rate.

Round trip, through freight, between Ravena and Newburgh, conductors, 165 miles at proper rate.

Ravena to Communipaw and return to Weehawken; Weehawken to Albany and return to Ravena; 200 miles at slow freight rate; overtime after fifteen hours.

Specified Runs.

Congers Ice Train, Weehawken and Cornwall, Weehawken and Kingston, Kingston and New Paltz, Kingston and Ravena, Ravena and Albany, Ravena to Newburgh and return (for conductors).	Conductor \$3.30 per day. (Overtime after 10 hours.)	Brakemen \$2.31 per day.
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PENNSYLVANIA DIVISION.

Through freight conductors03	per mile.
Through freight brakemen02	" "
Through freight flagman . . . . .	.022	" "
Local pick-up and drop train conductors . . . . .	.033	" "
Local pick-up and drop train brakemen . . . . .	.0225	" "
Local pick-up and drop train flagmen . . . . .	.0235	" "

Crews running between De Witt and Corning shall be allowed 150 miles; conductors, .027 2-3 per mile, \$4.15; brakemen, .019 per mile, \$2.85; flagman, .0199, \$2.99; overtime after fifteen hours.

Penn Yan and Dresden freight train shall be considered a local train, and crew paid local rates.

Crews running between Avis and Newberry Junction to be considered through crews, and receive pay as such.

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All regular work trains: Conductors, \$3.50 per day; brakemen and flagmen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

Following will be the rates per trip on runs indicated:

	Con- ductors.	Brake- men.	Flag- men.	Overtime after hours.
Avis to Viaduct and return	\$3 57	\$2 40	\$2 62	11
Avis to Winburne and return	4 05	2 73	2 99	13
Avis to Munson and return	4 05	2 71	2 97	13
Avis to Hawk Run and return	4 29	2 89	3 17	14
Clearfield engine house to Patton and return	3 27	2 18	2 40	10
Clearfield to Cherry Tree and return	3 15	2 10	2 30	10
Clearfield to Rossiter and return	3 15	2 10	2 30	10
Avis and Clearfield engine house	3 15	2 12	2 33	10
Corning to Avis	3 15	2 10	2 30	10
Newberry Junction to Corning, via Avis	3 45	2 35	2 58	11
Corning to Lyons and return	4 50	3 05	3 33	14½
Newberry Junction to Clearfield	3 60	2 43	2 67	11½
Corning to Newberry Junction	3 40	2 31	2 53	11
Newberry Junction and Avis Transfer	3 15	2 10	2 30	10
Avis to Stokesdale Junction and return	3 90	2 60	2 85	12

Crews on Mine Runs are to be paid road rates.

Overtime on the trip rates will be pro-rata, and when new runs are established the rates for such runs will be arranged on basis of above-named trips with minimum of one day's allowance.

Brakemen working with pusher engines will be paid through freight rates.
Crews running from Mahaffey to Arcadia to receive local freight pay.

B., W. & O. DIVISION.

Through freight crews shall receive the following rates per day for 100 miles or less:

Conductors	\$2 90
Brakemen	2 10

Local pick-up and drop train crews shall receive the following rates per day for 100 miles or less:

Conductors	\$3 30
Brakemen	2 31

All regular work trains: Conductors, \$3.50 per day; brakemen, \$2.50 per day; overtime after twelve hours pro-rata. (See General Rule 44.)

Following are miles allowed:

Oswego to Suspension Bridge	152
Oswego to Charlotte	100
Oswego to Richland, to Watertown and return to Syracuse	200
Oswego to Richland and return	100
Oswego to Syracuse and return, via Richland	150
Oswego to Watertown and return	200
Oswego to Wallington and return	100
Oswego to Utica and return	200

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Oswego to Sterling and return, same trip with trip to Wallington.....	25
Oswego to Wallington and return, two trips	150
Oswego to Sterling, then to Richland and return.....	125
Charlotte to Suspension Bridge and return.....	200
Syracuse to Watertown and return.....	200
Syracuse to Watertown and return to Oswego.....	200
Oswego to Syracuse, via Phoenix Line, and return via Richland.....	110
Oswego to Waterport and return.....	206
Norwood to Shops	150
Norwood to Salina	150
Norwood to Watertown and return.....	200
Norwood to Utica	175
Ogdensburg to Utica, via De Kalb Junction and Rome.....	157
Watertown to De Kalb Junction and return.....	125
Watertown to Ogdensburg and return	150
Watertown to Utica and return.....	200
Ogdensburg to Carthage and return, via Carthage District.....	150
Ogdensburg to Philadelphia and return, via Carthage District.....	100
Carthage to Remsen and return.....	125
Norwood to Philadelphia and return.....	125

Crews working with the Dexter, Massena Springs, Gouverneur and Potsdam engines to be paid local freight rates.

YARD RATES.

	Conductors		Brakemen	
	Night	Day	Night	Day
Albany freight yard.....				
West Albany				
Karner				
De Witt (not including Syracuse).....				
East Rochester (freight yard only, and including East Rochester and Lincoln Park engine) .....	.25 ⁵ / ₈	.24 ³ / ₄	.23 ¹ / ₈	.22
Rochester freight station				
Suspension Bridge (not including Niagara Falls)				
Ravena				
Utica				
Syracuse (proper)				
Syracuse Yard, W. S.....				
Lyons				
Newark				
Rochester				
Tonawanda . . . . .	.25	.24	.215	.20
Niagara Falls				
Oswego				
Watertown				
Corning				
Newberry Junction				
Jersey Shore				
Avis				
Clearfield				

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	CONDUCTORS		BRAKEMEN	
	Night	Day	Night	Day
Hudson River Bridges.....	.245	.235	.225	.215
Albany passenger yard.....			.22	.21
Newburgh22	.21	.20	.19
Kingston				
Rensselaer				
Troy				
Schenectady				
Frankfort205	.195	.195	.185
Poughkeepsie				
Auburn				
Geneva				
Canandaigua				
Batavia				
Lockport				
Charlotte				
Richland				
Carthage				
Ogdensburg	Conductor.	\$75 00	Brakeman.	.185
Norwood				
Hoffmans				
Amsterdam				
Fonda				
St. Johnsville	Night	90 00	.19	
Herkimer				
Rome				
Oneida (Brakeman on Oneida switcher who goes to Canastota in charge of the engine is to be paid .19).....				
Yonkers				
	Day	85 00		
High Bridge		85 00	.19	
Hudson		83 33	.185	
Tupper Lake Junction.....	.205		.185	
Malone Junction				
New York City	Dummy brakemen		.21	

All yards, twelve-hour basis.

All yards, twelve-hour basis.

GENERAL RATES AND OVERTIME ARRANGEMENT.

A day's run to be 100 miles or less. All over 100 miles to be paid pro-rata. One hundred and fifty constructive miles will be allowed per trip over the Harlem, Hudson, River, Mohawk and Western Divisions, except where the actual miles exceed that number.

Crews exclusively in ballast or filling service are to be paid slow freight pay. On the M. & M. Road they will be paid local freight pay and on the R., W. & O. Division they will be paid through freight pay. This does not include regular work trains, or crews spotting cars in gravel pits; this latter service to be paid work train rates.

Conductors and brakemen on extra snow plow and flanger work are to be paid slow freight pay, except on the R., W. & O. Division, where they will be paid through freight rates, and on the M. & M. Road local freight rates.

Overtime will be paid on basis of 10 miles per hour, time to commence 30 minutes prior to time called for, providing conductors, brakemen and flagmen are on hand at that time, and continue until relieved; all under 30 minutes to be given to the Company, 31 minutes or more to count a full hour.

Overtime on local pick-up and drop trains that are paid by the mile is to be paid pro-rata on basis of 10 miles per hour; that is, overtime, for each hour is to be one-tenth of the rate for 10 hours' pay; where overtime begins at 10 hours and 30 minutes, and the rate is by the day, the overtime allowance per hour is to be one-tenth of the day's rate. Overtime on local pick-up and drop trains will be allowed after 10 hours, except where otherwise specified.

If a passenger conductor, assistant conductor, train baggageman or passenger trainman covers his schedule, whether it amounts to the maximum number of miles or not, he is to be paid for a full month, and if the schedule calls for more than the maximum number of miles, he is to be paid for the additional miles at the rate per mile given. This does not include through passenger crews, these crews being paid a flat-rate per month.

GENERAL RULES.

1. Passenger crews called or held at terminals to make an extra trip will be allowed 100 miles if less than six hours, and one day if in excess of six hours or over 100 miles.

2. In excursion and extra passenger service conductors will be allowed 165 miles at .02 per mile as a day's pay for 12 hours; assistant conductors, train baggagemen and passenger trainmen, 200 miles at .01; over 12 hours, 20 miles per hour will be allowed.

3. All regular extra passenger conductors held for extra service shall be paid \$3.30 per day (165 miles at .02 per mile).

All regular extra passenger trainmen held for extra service shall be paid \$2 per day (200 miles at .01 per mile).

When they are held for service more than six hours and then assigned, they will be paid one-half day as regular extra conductor or trainman and proper mileage for time on road, except that when the mileage does not equal 165 miles for the conductor and 200 miles for the trainman for the entire day's work (including time held for service), they will be paid one day's pay.

4. Passenger conductors, assistant conductors, train baggagemen and passenger trainmen dead-heading on extra work will be allowed half-time.

5. All trips off for through passenger crews will be bulletined.

6. Passenger trainmen on through passenger runs between New York and Buffalo will be given the same trip off, with pay, that the conductors receive.

7. Promotion in train service shall be from the oldest eligible freight conductor to extra passenger conductor, and from extra passenger conductor to passenger conductor, excepting in the districts of suburban travel where there may be an insufficient supply of freight conductors to select from, for which service the Superintendents may promote from the oldest eligible train baggagemen, passenger trainmen or freight brakemen to assistant passenger conductors, from assistant passenger conductors to extra passenger

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conductors, and from extra passenger conductors to passenger conductors when they are able to pass proper examinations and are otherwise qualified, but so far as possible it is desirable to promote men to passenger conductors from freight conductors. After a man has been appointed a passenger conductor it shall be probationary for one year, and his continuance as such after that time shall depend wholly upon his efficiency, courteousness and appearance.

8. The line of promotion, except on the Pennsylvania Division, shall be from freight brakeman to freight conductor. Time in passenger service shall equal time in freight service, and vice versa; but no passenger trainman, train baggageman or assistant passenger conductor shall be promoted to the position of freight conductor unless he has served 18 months as freight brakeman on the division on which he is to be promoted, three months of which must have been served immediately prior to such promotion, and he is otherwise qualified.

On the Pennsylvania Division the line of promotion shall be from freight brakeman to passenger trainman, from passenger trainman or freight brakeman to freight flagman, and from freight flagman to freight conductor.

So far as practicable, freight brakemen will be given preference in the appointment of passenger trainmen.

9. When conductors on main line and river division do not make 3,000 miles in extra freight service, or 26 days on the M. & M., R., W. & O. and Pennsylvania Divisions per month for two consecutive months, conductors are to be reduced according to seniority and hold their rank as brakemen.

When freight brakemen or flagmen on the main line and river division do not make 3,000 miles in extra freight service, or 26 days on the M. & M., R., W. & O. and Pennsylvania Divisions per month for two consecutive months the number in service is to be reduced and according to seniority; men reduced under this rule will retain their rights and seniority. This does not apply to men discharged.

10. Passenger or freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen or flagmen or yardmen discharged from the service of the company will forfeit their seniority unless reinstated within one year. Men leaving the service of the company of their own accord will forfeit their seniority.

11. When freight conductors, freight brakemen or flagmen are required to double any portion of the road, they will be paid actual miles for same. All "doubles" to be considered in estimating overtime.

12. Freight conductors, brakemen or flagmen called for service and not used will be allowed one-half day's pay and stand first out; if held over five hours they shall be paid one day's pay and stand last out; rate of pay to be based on service for which they are called.

13. All vacant or new runs shall be posted within five days on the bulletin boards of the division or district on which they occur; bidding will close in not more than ten days after the run is posted. The oldest candidate bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time, candidates may make application for one or all, stating their preference. Failure to bid for vacancies will not affect seniority. After time has expired on runs

which have been up for bids, the names of those assigned to the runs shall be posted promptly.

When conductors are required for passenger service the notice will be posted on proper bulletin boards.

When additional freight conductors are required, notice will be posted on proper bulletin boards, promotion to be given to the oldest bidder, all things being equal, and providing he is able to pass the required examination.

14. When freight and passenger service are performed on any day the rate of pay allowed will be that for which the greater number of hours' service is performed. If the greater number of hours' service is passenger, it will be passenger pay, and if the greater number of hours' service is freight, it will be freight pay, excepting the special cases which we have under our present practice and which will be mentioned in detail.

15. Temporary vacancies of thirty days or more will be filled by the oldest passenger or freight conductors desiring them, all things being equal.

Temporary vacancies of 15 to 30 days will be filled by the oldest extra train baggageman, passenger trainman, freight brakeman or flagman or yardman desiring them, all things being equal. Temporary vacancies of over 30 days are to be posted conditionally:

1st. That when the original holder of the run returns or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he will return to the run he originally held, and so to the end of the list, each man going to the run he originally held.

2d. When it is known that the original holder of the run is permanently out of the service, the run will again be advertised.

Summer runs are not to be considered regular or permanent runs. Train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen bidding in summer runs cannot go back upon the runs they formerly held if they have been bid in by older men in the service.

16. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen displaced from regular runs through no fault of their own shall be entitled to runs held by younger men in their line of service.

17. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within 10 days. They may, if they so desire, be allowed to choose some other passenger or freight conductor, assistant conductor, train baggageman, passenger trainman, freight brakeman or flagman, yardman or local chairman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of men who have suffered suspension and been found blameless will remain as previous thereto and they will be paid for lost time. Men will be notified of cause and length of suspension.

18. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen, will not be required to perform service without sufficient rest, but in no case will more

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than 12 hours be allowed when their services are required. Freight men will not be deprived of their cabooses during that time, except in case of emergency.

19. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen will be advised in writing when time is not allowed as per time slip, and reasons stated.

20. Freight conductors, brakemen and flagmen running over the road light with one engine and caboose are to be allowed full mileage; when more than one crew is sent in one train the first out will have charge of the train and receive full mileage. Deadhead conductors, brakemen and flagmen will be allowed half-time and stand first out in regular order on arrival ahead of crew running the train. Conductors, brakemen or flagmen deadheading on freight trains are to receive full mileage and half-time for deadheading on passenger trains.

21. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen promoted to official positions will retain their seniority.

22. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen leaving train or yard service to go into clerical positions will lose their rights in train or yard service, except when filling temporary positions or in case of sickness or accident.

23. Passenger conductors, assistant conductors, train baggagemen and passenger trainmen will be required to report for duty 30 minutes before leaving time, and if required to be on duty before that time they shall be paid extra compensation.

24. The rights of passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen will be confined to their respective divisions or districts in accordance with present practice, unless otherwise agreed.

25. When passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are transferred to another division or district they will rank in seniority as new men.

26. Road men will have no seniority rights in yards, nor yard men on the road.

27. Freight brakemen or flagmen required to remain on duty on arrival at terminal longer than other members of the train crew will be allowed continuous time for time so held, and conductors will render time slips accordingly.

28. Road crews will not be required to coal engines except in case of emergency.

29. Freight conductors and brakemen deadheading from one terminal to another and cut out at intermediate point for other service, will be allowed 100 miles for deadheading to such intermediate point, and if held there more than 10 hours will be allowed 100 miles therefor at slow freight rate.

30. When practicable, passenger trainmen will not be required to cut or couple hose, or shift trains, at terminals where shifting crews or car inspectors are located.

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31. When regular assistant conductors, train baggagemen, passenger trainmen, freight brakemen or flagmen are required to tend switches or crossings, or do any other work outside of their regularly assigned work, they shall receive their regular rates of pay, except that when they are employed in yard service they will be paid yard pay.

32. When assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are used as pilots, they will receive pay at the rate conductor would receive for running such train.

33. If passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen are required to change their runs, and by the change compelled to move, their families will be provided with free transportation and their household goods moved at a nominal charge, on application to the proper official.

34. Passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen or yardmen summoned as witnesses for the company in the courts, or similar service, shall receive their stated rates of pay while in attendance.

35. Where practicable, caboose tracks will be provided at terminal points, and no unnecessary switching will be done with cabooses.

36. When practicable, freight conductors, brakemen and flagmen running in "rounds" will not be required to turn more than once at an intermediate station when such turn will take the men away from the terminal where they reside.

37. Unless otherwise arranged, conductors, brakemen and flagmen in through freight service, not assigned, will run first in, first out. Crews on local and pick-up runs will not be required to work Sunday in through freight service when "rounds" crews are available.

38. Freight conductors, brakemen and flagmen shall be required to live within a reasonable calling limit, and when they reside within one mile of the yard, will be called not to exceed two hours before time called for. Men on regular runs leaving between 7 A. M. and 10 P. M. will not be called.

39. Any conductor making a complaint against an assistant conductor, train baggageman, passenger trainman, freight brakeman or flagman or yardman, or vice versa, to superintendent or trainmaster, which may result in discipline, will make same in writing (unless taken down by a stenographer) and over his signature.

40. On trains running over more than one division or district, each division or district will furnish its proportion of crews, where practicable.

41. All freight crews and extra freight men shall be bulletined at all main terminals so as to give them information as to how they stand on their next run out.

42. Superintendents will give to all passenger and freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen and flagmen and yardmen opportunity to ascertain their age and rank in service. A list shall be placed at the principal terminals, giving age in service, and shall be renewed once each year.

43. Where practicable, yardmen will not be required to do road work when road crews are available.

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44. Crews called for extra work trains to be paid local freight rate and basis. Crews working six days or less in work train service will be considered in extra work train service, and if over six days will be considered in regular work train service; and will be allowed pay when held on duty Sundays and holidays. Crews will not be required to operate snow plows or flangers, except in case of emergency.

45. All engines regularly assigned to local and pick-up service will be equipped with foot boards.

46. No passenger or freight conductors, assistant conductors, train baggagemen, passenger trainmen, freight brakemen or flagmen shall be allowed to exchange runs permanently with one another.

47. Any conductor giving up his rights of his own accord to go back braking shall lose his rights as a conductor.

48. After July 1, 1905, no question of rights will be entertained if of more than two years' standing.

49. Trainmen called for examination for promotion to position of conductor shall be entitled to three trials not more than two months apart.

GENERAL YARD RULES.

1. The general rules will govern yardmen where they apply.

2. Promotion and rights to preferred engines shall be according to seniority and ability; the line of promotion to be from night to day positions.

The line of promotion on the Pennsylvania Division shall be from yard brakeman to yard conductor, according to seniority.

3. Crews working one-half day shift and one-half night shift shall receive night pay, and one hour for meals will be allowed between the hours of 5:30 P. M. and 7:30 P. M. and 5:30 A. M. and 7:30 A. M.

4. One hour for meals will be allowed between the hours of 11:30 A. M. and 1:30 P. M., and 11:30 P. M. and 1:30 A. M., and if necessary to work during the time specified, 25 minutes will be allowed for the meal and one hour additional pay. This will also apply to mine runs on the Pennsylvania Division.

5. Yardmen will not have rights outside their respective yards except when yards are abolished, or a reduction made in the force. Men so affected will have their choice of being placed as the senior men on the extra list in road service or in other yards on their division or district according to seniority.

6. When regular yardmen are required to tend switches or crossings, or do any work outside their regularly assigned duties, they shall receive their regular yard pay.

7. When yardmen are called for service and do not work they shall receive their respective rates per hour for the time held, with a minimum allowance of one-half day.

8. All yard conductors will be furnished with time slips, and turn in time for their crews.

9. General yardmasters will notify in writing or in person all persons interested when time is not allowed as per time slips, giving reasons for same.

10. Switchtenders leaving their positions to accept positions as brakemen shall in all cases take the bottom of the extra list and begin as new men.

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11. In yards where extra switchtenders are not employed, extra yardmen will be given preference in filling temporary vacancies as switchtenders at switchtenders' pay.

12. It is not desired that engines be used any unreasonable time in switch service when they are not properly equipped with foot boards and grab irons.

13. Yardmen working on 12-hour basis shall receive minimum allowance of six hours, and for six hours or more, one day or 12 hours will be allowed.

14. All vacancies on regular yard engines to be advertised 10 days, the oldest man bidding to be assigned, all things being equal.

Yours truly,

J. P. BRADFIELD,

General Superintendent.

NEW YORK CENTRAL AND HUDSON RIVER R. R. CO., ENGINEMEN.

Beginning December 1, 1905, the following rates of pay for enginemen, and arrangement for handling same, will be in effect:

All classes of engines, \$3.60 per day, or \$.036 per mile.

Eight-wheel engines, \$3.65 per day, or \$.0365 per mile.

Classes G-2, G-3, G-4, and G-5, \$4.20 per day, or \$.042 per mile.

Classes I and K, \$4.10 per day, or \$.041 per mile.

All other classes, \$4.10 per day, or \$.041 per mile.

Switch engines, \$3.60 per day.

Freight rates according to class of engine.

Work trains (10-hour basis), \$3.65 per day, or \$.0365 per mile.

If not regularly in work-train service, \$4.10 per day, or \$.041 per mile.

WRECK.

Enginemen in this service shall be paid miles where miles exceed hours, and hours where hours exceed miles, being paid road freight rate as per class of engine used. This not to include regular work trains.

\$3.60 per day (12-hour basis), except that the enginemen on Byron grade shall receive \$4.10 per day (12-hour basis), and the enginemen on Clyde pusher shall be paid for actual mileage if over 100 miles (12-hour basis). On Pennsylvania Division, road rates as per class of engine (10-hour basis).

Enginemen running helper engines between West Seneca, East Buffalo and Batavia, also passenger helper out of Rochester, will be considered in road service. Enginemen running helper engines on Lewiston grade (R., W. & O. Division), at West Haverstraw and west out of Watertown to be paid road rates as per class of engine (10-hour basis).

Enginemen going to Schenectady for new engines will be paid road rates as per class of engines.

GENERAL RULES.

1. A day's run to be 100 miles or less; time and mileage to be computed and carried out separately for each calendar day's work, unless otherwise agreed with the men.

2. When an engine is used in passenger service the engineman will be paid passenger pay. When an engine is used in freight service he will be paid freight pay. When an engine starts in freight service and finishes in pas-

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senger service over a division, the engineman will be paid freight pay for the entire trip.

3. Overtime will be paid on a basis of 10 miles per hour, time to commence at the time enginemen are required to register at the engine house, providing enginemen are on hand at that time, and end when engine is delivered at point designated by the company. This is not to apply to work train, pusher, and switch engine. All under 30 minutes to be given to the company; 30 minutes or more to count a full hour.

Overtime will be allowed work train enginemen after 10 hours and 30 minutes.

Overtime will be allowed enginemen on switch and pusher engines after 12 hours and 30 minutes.

4. Enginemen in passenger service will be paid mileage for taking engines to and from engine house to turn, unless hostlers are provided for that purpose.

5. All enginemen hired shall receive first-class pay.

6. Enginemen should be required to live within a reasonable calling limit, and when they reside within one mile of engine house they will be called not to exceed two hours before they are required to register at the engine house.

7. Enginemen will be paid for actual time lost when serving as witnesses for the company. If not required to lose time, they will receive 100 miles per day at proper rate.

8. Enginemen when deadheading over a division by orders from a proper official shall receive half pay for such deadheading, and when they do not get out of a terminal within six hours after arrival on such deadhead trip, and have done no other work on that calendar day, shall receive one day's pay at proper rate.

9. Enginemen will be furnished time passes over the division on which they are employed.

10. Enginemen displaced in passenger service and compelled to go into freight service will take their place in freight service that their seniority rights on list as enginemen would entitle them to, they to be first men called to enter passenger service. Failing to respond, they will lose their former rights in passenger service. Should they again enter passenger service they will be the youngest men in that service.

11. Enginemen in road service asking to go into yard service and allowed to do so, and later going back into road service, will have the time they were in yard service taken from their road rights.

12. If an engineman is incapacitated for road service he may hold rights in yard service according to his age as an engineman. This will not apply to men taken out of road service for disciplinary reasons.

13. If an engineman is placed in yard service by the company, he shall make written application for road service to the proper official within one year, or forfeit his rights in road service. If application is not acknowledged by the proper official in 10 days, he shall make another application. Signing or bidding for a run shall not be considered as making application in writing.

14. Enginemen displaced from regular runs through no fault of their own shall be entitled to runs held by younger men in their line of service. Sum-

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mer runs are not to be considered as regular or permanent runs. Enginemen bidding in summer runs cannot go back upon the runs they formerly held if they have been bid in by older men in the service.

15. When a question arises as to the probable length of time an engineman will be out of service or off his run, after 60 days the run will be advertised conditionally:

1st. That when the original holder of the run returns, or the man holding the run conditionally is displaced by a man who has lost his run through no fault of his own, he will return to the run he originally held, and so to the end of the list, each man going to the run he formerly held.

2d. When it is known that the original holder of the run is permanently out of the service, the run will again be advertised.

16. If an engineman gives up a conditional run for another conditional run, he cannot go back upon run first held if he is displaced from the second.

If an engineman leaves a conditional run for a summer run and the summer run is taken off, he cannot go back upon the conditional run.

17. The oldest engineman in line of service will be given preference in work or runs, other things being equal. This means that seniority shall prevail in all classes of service—as passenger service, freight service, and yard service. This is not to apply in passenger service where there are no regularly assigned extra passenger enginemen doing passenger work only.

On the R., W. & O. Division straight seniority will prevail; the oldest engineman being given preference in work and runs, other things being equal, except that enginemen disqualified from road service and engaged in yard service will not be displaced by road enginemen requesting to be assigned to yard service, and yard enginemen disqualified from road service will have no road rights. This to be given a trial for one year from January 1, 1906.

18. Enginemen held in readiness for service on Sunday or any other day, and not used, will be allowed a day's pay for each 10 hours or fractional part thereof.

19. Enginemen called for service and not used will be allowed a day's pay.

20. Enginemen shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within 10 days. They may, if they so desire, be allowed to choose some engineman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of enginemen who have suffered suspension and been found blameless will remain as previous thereto and they will be paid for time lost. Enginemen will be notified of cause and length of suspension.

21. Enginemen after completing trip taking over 12 hours and less than 18, shall be allowed 10 hours' rest; if over 18 hours, 14 hours to be allowed. If more than 14 hours' rest is desired they shall arrange with the engine house foreman.

22. The number of enginemen will be kept at the lowest possible limit necessary to perform the work, and when reductions are made in the force, the youngest men in the service will be taken off first.

23. The company will furnish hostlers and inspectors at all terminals.

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24. Pooled and extra enginemen will be run first in, first out; but where there are no extra passenger enginemen the oldest pooled or extra engineman shall be entitled to the extra passenger work. Where enginemen are pooled in slow freight service there will be a regular pool and extra list.

25. Superintendents will give to all enginemen opportunity to ascertain their age and rank in service. A list shall be placed in the principal engine houses giving age in service, and shall be renewed once each year.

26. Enginemen will be given the refusal of such positions as road foreman of engines and engine dispatcher.

27. When enginemen are assigned to regular runs or engines, in case engines are held for repairs, other engines will be furnished in place thereof, when practicable, so that regular enginemen will not lose time. The understanding is that enginemen bid for runs or jobs, and not for engines.

28. When the service as reported on the time slip is not allowed, the engineman making the slip will be notified of change as soon as practicable, with reason given for not allowing it.

29. Enginemen's rights will commence from the first day running a locomotive after their promotion.

30. On the Mohawk and Western Divisions enginemen who were formerly employed on the West Shore Railroad will be given their place according to age and rank in the service, except that regular trains that are now assigned to them will not be taken from them.

31. The engines in New York known as dummy engines are classed as switch engines, and enginemen will receive standard pay.

32. Enginemen in switch service, who desire to do so, may arrange to work week about, day and night.

33. All engines shall be furnished back curtains at all times, and side curtains from November 1st to May 1st.

34. After January 1, 1904, no question as to rights will be entertained if of more than two years' standing.

35. Switch engines in Salina yard shall be manned by R., W. & O. Division men.

36. Enginemen will be paid actual extra mileage for helping or doubling hills, or going for water outside of water limits, or going for coal, but this should be understood to apply only where total mileage exceeds 100 miles.

37. Enginemen on pusher engines at Byron, Fairport, Lyons, Clyde, Whiskey Hill, Canaseraga, Oneida, Schenectady, Albany and Rensselaer will be classed as switch enginemen as to rights.

38. Switch enginemen will be given one hour for meals, commencing between 11:30 and 1:30 in day or night service, and if required to work during the time specified, 30 minutes will be allowed for the meal and one hour additional pay.

39. All vacant or new runs shall be posted within five days on the bulletin boards of the division or district on which they occur; bidding will close in not more than 10 days after the run is posted. The oldest engineman bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time, candidates may make application for one or all, stating their preference. Failure to bid for vacancies will not affect seniority.

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Enginemen absent by permission from proper authority will have the right to displace younger enginemen from runs if such runs have been bid in during their absence.

40. Enginemen set back firing, owing to falling off in business, will be placed as soon as possible on runs to which their age entitles them. Their records in the latter case will be included as enginemen, but while filling the duties of firemen will not be permitted to bid in positions as enginemen.

41. Running pony engines will be classed as special service, and does not affect an engineman's rights to other class of service. Enginemen leaving that class of service will take their place in the service to which their age as enginemen entitles them, subject to the rules.

42. Enginemen may have 30 days' lay-off on receipt of permission from proper officer, without a written leave of absence, and if off over 30 days and under 90 days, to have written leave of absence from division superintendent. If absent over 90 days, time is to be deducted on seniority list. This not to apply in case of sickness, disability or while engaged in committee work, or special duty for the company.

43. When a run is restored after having been off over 60 days, it should be advertised the same as a new run. If restored within 60 days, man who held the run when it was taken off must go back upon it, unless he has regularly bid in another run.

Yours truly,

J. P. BRADFIELD,

General Superintendent.

NEW YORK, N. Y., November 21, 1905.

NEW YORK CENTRAL AND HUDSON RIVER RAILROAD CO., FIREMEN.

NEW YORK, N. Y., December 1, 1905.

To Division Superintendents:

GENTLEMEN.—Beginning January 1, 1906, the following rates of pay for firemen and hostlers, and arrangement for handling same, will be in effect:

Passenger firemen shall receive \$2.05 per day on all engines on all divisions, excepting firemen on North White Plains, Croton, Yonkers and Peekskill locals, who shall receive \$2.15 per day.

Freight firemen on small four-wheel connected engines shall receive \$2.10 per day.

Firemen on engines under 104,500 pounds on drivers, now receiving \$2.30 per day, shall be paid as at present.

Firemen on engines numbered 1691 to 1790, 1859 to 1878, and 2085 to 2099, inclusive, shall receive \$2.40 per day.

Firemen on all other engines with a weight of 104,500 pounds or more on drivers (excepting classes G-2, G-3, G-4, G-5 and H-3), shall be paid \$2.35 per day.

Firemen on passenger engines, classes I and K, when in freight service, shall be paid \$2.35 per day.

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Firemen on G-2 to G-5 engines, inclusive, shall be paid as follows:

WESTERN DIVISION.

	Miles allowed.	Rate per mile.
East Buffalo to East Rochester	100	.025
East Rochester to East Buffalo	80	.025
West Seneca to East Rochester	100	.025
East Rochester to West Seneca	85	.025
Suspension Bridge to East Rochester	100	.025
East Rochester to Suspension Bridge	100	.025
DeWitt to East Rochester	100	.025
East Rochester to DeWitt	100	.025
East Rochester and Lyons (round trip)	100	.025
DeWitt and Lyons (round trip)	150	.025

Calendar dates and terminal time to be eliminated. Firemen are to be changed at East Rochester.

MOHAWK DIVISION.

	Miles allowed.	Rate per mile.
DeWitt to Little Falls	100	.025
Little Falls to DeWitt	80	.025
West Albany to Little Falls	100	.025
Little Falls to West Albany	80	.025
Ravena to Little Falls	100	.025
Little Falls to Ravena	100	.025
Little Falls and Rotterdam Junction (round trip)	150	.025
DeWitt and Utica, or Utica and DeWitt (round trip)	150	.025
West Albany to Utica, through freight service	121	.025
Utica to West Albany, through freight service	100	.025
Little Falls and Utica (round trip)	100	.025

Calendar dates and terminal time to be eliminated. Firemen are to be changed at Little Falls.

Firemen required to go through to the end of the division will be dead-headed without pay to East Rochester, on the Western Division, and Little Falls, on the Mohawk Division, to take their turn out on their own district, when conditions will permit.

Firemen will be kept in two pools at East Rochester and Little Falls, and will be called for train in direction of home, except in case of emergency; time to start from time called for.

The above only affects men employed in dead freight service on G-2 to G-5 engines, inclusive.

ST. LAWRENCE & ADIRONDACK DIVISION.

Passenger firemen shall receive \$1.90 per day.

Freight and work train firemen shall receive \$2.15 per day.

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ROME, WATERTOWN & OGDENSBURG DIVISION.

On extra runs, 75 miles or over, in each direction, 100 miles will be allowed and actual mileage over 100 miles.

On extra short runs under 75 miles in each direction, continuous time will be paid for round trip, except when conditions require crew to be relieved at opposite terminal, in which event 100 miles each way will be allowed. Calendar day to apply.

PENNSYLVANIA DIVISION.

Firemen on G-3 and H-3 engines will be paid \$2.50 per day.

Firemen on G-2, G-4, and G-5 engines will be paid .025 per mile and will be allowed 10 miles in addition to actual mileage per day on following runs:

Corning and Newberry Junction.

Corning and Avis.

Corning and DeWitt.

Corning to Lyons and return.

Newberry Junction and Clearfield.

Avis and Clearfield.

When G-2, G-4, and G-5 engines are used on Newberry Junction and Avis transfer, 10 miles additional to day's pay will be allowed each day.

Firemen on pusher engines shall be paid road rates as per class of engine, 10-hour basis.

ALL DIVISIONS.

Firemen on work trains shall receive \$2.10 per day, 10-hour basis.

Firemen on engines in switch service will be paid \$2.10 per day, 12-hour basis; excepting on engines of a weight of 133,000 pounds or over on drivers, who will be paid \$2.15 per day, 12-hour basis.

Firemen on ballast or gravel trains will be paid freight rates according to class of engine.

Firemen on pusher engines shall receive \$2.10 per day, 12-hour basis, except that the firemen on Byron grade shall receive \$2.50 per day, 12-hour basis, and the firemen on Clyde pusher shall be paid for actual mileage if over 100 miles, 12-hour basis. On Pennsylvania Division, road rates as per class of engine, 10-hour basis. Firemen may hold road rights as regards seniority.

Hostlers shall receive .19 per hour at Buffalo, East Buffalo, East Rochester, Syracuse, DeWitt, Minoa, Niagara Falls, Utica, West Albany, Rensselaer, New Durham, Mott Haven, Seventy-second Street, Ravena, High Bridge, Watertown, Corning, and Avis; and shall receive .175 per hour at all other points.

Firemen called to watch or hostile engines shall be paid hostlers' pay.

Road hostlers shall receive \$3.25 per day of 12 hours.

Firemen in wreck service shall be paid miles where miles exceed hours, and hours where hours exceed miles, being paid road freight rate as per class of engine used. This not to include regular work trains.

Firemen on helper engines between West Seneca, East Buffalo and Batavia, also passenger helper out of Rochester, will be considered in road service. Firemen on helper engines on Lewiston grade, R., W. & O. Division; at West Haverstraw and west out of Watertown to be paid road rates as per class of engine (10-hour basis).

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Firemen on snow plow and flanger work, if not regularly in work train service, shall receive road freight pay as per class of engine used.

GENERAL RULES.

1. A day's run to be 100 miles or less, time and mileage to be computed and carried out separately for each calendar day's work; unless otherwise agreed with the men.

2. When a fireman is used in passenger service, he will be paid passenger pay; when he is used in freight service he will be paid freight pay. When a fireman starts in freight service and finishes in passenger service over a division, he will be paid freight pay for the entire trip.

3. Overtime will be paid on a basis of 10 miles per hour, time to commence at the time firemen are required to register at the engine house, providing firemen are on hand at that time, and end when engine is delivered at point designated by the company. This is not to apply to work train, pusher, and switch firemen. All under 30 minutes to be given to the company; 30 minutes or more to count a full hour. Overtime will be allowed work train firemen after 10 hours and 30 minutes. Overtime will be allowed firemen on switch and pusher engines after 12 hours and 30 minutes.

4. Firemen in passenger service will be paid actual mileage for taking engines to and from engine house to turn, unless hostlers are provided for that purpose.

5.

6. Firemen should be required to live within a reasonable calling limit, and when they reside within one mile of engine house, they will be called not to exceed two hours before they are required to register at the engine house.

7. Firemen will be paid for actual time lost when serving as witnesses for the company. If not required to lose time they will be allowed 100 miles per day at proper rate.

8. Firemen, when deadheading over a division by proper orders, shall receive half pay for such deadheading, and when they do not get out of a terminal within six hours after arrival on such deadhead trip, and they have done no other work on the calendar day on which they made the deadhead, they shall receive one day's pay at proper rate.

9. Firemen and hostlers will be furnished time passes over the division on which they are employed.

10. Firemen shall be called for extra passenger work (where an extra passenger list is maintained), as their names appear upon the firemen's list; but firemen who decline to enter the extra passenger service may remain in freight service. Should they desire to enter passenger service at any time thereafter they shall follow the last man assigned, retaining rights to promotion to engineman from the first day employed as a fireman; but should a freight man bid in a passenger train he shall not claim rights in passenger service over a man older in freight service. Firemen holding regular runs displaced — through no fault of their own — shall be entitled to any run held by a younger man in their line of service. Firemen bidding in summer runs cannot go back on the same run formerly held if it has been bid in by a man older in the service.

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A fireman is considered displaced — First: When he is removed to make way for an older man. Second. When his run is taken off. Third. When home terminal changes.

11. Road firemen asking to be assigned to yard service may be so assigned, but shall be the youngest extra fireman in yard service. This will also apply to firemen who are unable to follow regular work caused by sickness.

Vacancies of firemen's positions occurring on yard engines shall be advertised for six days; applications to be received from men in yard and road service. Applications from road firemen will not be considered except in case there is not a sufficient number of applicants from yard firemen. Firemen so assigned shall be displaced only by firemen incapacitated for road service.

12. If a fireman is incapacitated for road service he may hold road rights in yard service according to his age as a fireman. This will not apply to men taken out of road service for disciplinary reasons.

13. Firemen who are employed in yard service and who have not asked in writing to be assigned to road service in six months shall lose road rights, and when making applications shall be assigned to road service and placed on road list according to seniority. Time voluntarily spent in yard service after expiration of six months will be deducted from road service rights.

The last clause of this rule is to prevent a man from asking to get out of yard service and going into road service for a short time, then going back into yard service again; repeating it as often as may be necessary in order to preserve his road rights, evidently with the intention of endeavoring to hold his road rights in this manner until afforded an opportunity to take a good run or promotion.

A fireman who has been in yard service two years at the time this article becomes effective shall be given no consideration as to road rights; but a fireman who has been in yard service less than two years shall be considered under the "Six Months" clause. This article to date from January 1, 1904.

14.

15. When a question arises as to the probable length of time a fireman will be out of service or off his run, after 60 days the run will be advertised conditionally:

First. That when the original holder of the run returns, or the man holding the run conditionally, is displaced by a man who has lost his run through no fault of his own, he will return to the run he originally held; and so to the end of the list, each man going to the run he formerly held.

Second. When it is known that the original holder of the run is permanently out of the service, the run will again be advertised.

16.

17. The oldest firemen in their line of service shall be given preference in work or runs, all other things being equal.

18. Firemen held for service on Sunday, or any other day, and not used, will be allowed a day's pay for each twelve hours or fractional part thereof.

If firemen on regular runs are wanted on their lay-over day, they will be notified the day previous, if possible.

At small terminals where the service would be liable to suffer by reason of firemen leaving their lay-over terminal on Sunday, firemen will first give notice to engine-house foreman of such intention.

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When it is found on arrival at other than home terminals that firemen will not be required for a considerable time, and it will be possible and consistent with the service to allow them to go home and return by the time their services will be required, the engine-house foreman will grant such permission.

19. Firemen called for service and not used, will be allowed a day's pay.

20. Firemen shall not be disciplined without proper investigation being made, but may be suspended pending such investigation, which shall be held within 10 days. They may, if they so desire, be allowed to choose some fireman in good standing to represent them on boards of investigation, and may be present and hear all the evidence in the case. All persons interested to be notified to be present. Indefinite suspension not to apply as discipline. Records of firemen who have suffered suspension and been found blameless will remain as previous thereto and they will be paid for time lost. Firemen will be notified of cause and length of suspension.

21. Firemen after completing trip taking over 10 hours and less than 18 hours, shall be allowed 10 hours' rest; if over 18 hours, 14 hours to be allowed. If more than 14 hours' rest is desired they shall arrange with the engine house foreman.

22. The number of firemen will be kept at the lowest possible limit necessary to perform the work; and when reductions are made in the force, the youngest men in the service will be taken off first, all other things being equal.

23. The company will furnish hostlers and inspectors at all terminals. In filling positions in hostler service, enginemen or firemen shall be given preference.

24. There shall be a regular and an extra pool. When a fireman in regular pool is off, a fireman in extra pool shall take his place until regular fireman returns to work: There shall be no preference in men in extra pool, except that when a permanent vacancy occurs in regular pool the oldest fireman in extra pool will be assigned to it. Firemen in both regular and extra pool shall be run first in and first out, except where there are no extra passenger firemen, the oldest pool or extra fireman shall be entitled to the extra passenger work; except that when an extra man is in the place of a regular man he shall hold said place until regular man returns to work. Present practice to continue where there are no pooled men.

25. Superintendents will give to all firemen opportunity to ascertain their age and rank in service. A list shall be placed in the principal engine houses giving age in service and shall be renewed once each year, not later than June 1st; this to include a separate list for road and yard men.

26.

27.

28. When the mileage reported on the time slip is not allowed, the man making it will be notified of the change, as soon as practicable, with reasons given for not allowing it.

29. Firemen shall be promoted to enginemen as their names appear on the firemen's list, provided they have passed all examinations.

30. On the Mohawk and Western Divisions firemen who were formerly employed on the West Shore Railroad will be given their place according to

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age and rank in service, excepting that regular trains are now assigned to firemen will not be taken from them. This is to date from September 1, 1900.

31. The engines in New York, known as "Dummy" engines are classed as switch engines.

32. Firemen in yard service may work week about, day and night.

33. Engines shall be furnished back curtains at all times, and side-curtains from November 1st to May 1st.

34. After January 1, 1904, no question as to rights will be entertained if of more than two years' standing.

35.

36. Firemen shall be allowed actual mileage for helping or doubling hills, or going for water outside of water limits, or for coal; but this must be understood to apply only where total mileage exceeds 100 miles.

37. Firemen on pusher engines may hold road rights as regards seniority.

The following engines are classed as pusher engines:

Main Street, Buffalo; H. C. Yard, pushing trains over Forks; Byron, Fairport, Lyons, Clyde, Whiskey Hill, Oneida Castle, Canaseraga, Oneida, Hoffmans, Rensselaer to West Albany.

It must be understood that firemen may be assigned to pusher engines who have lost road rights, and if such men are so assigned they shall not be entitled to road rights.

38. Switch firemen will be given out hour for meals, commencing between 11:30 and 1:30 in day or night service, and if required to work during the time specified, 30 minutes will be allowed for the meal and one hour additional pay.

39. All vacant or new runs shall be posted within five days on the bulletin boards of the division or district on which they occur; and bidding will close in not less than ten days after the run is posted. The oldest fireman bidding shall then be assigned to the run within five days, other things being equal. If two or more runs or vacancies are advertised at the same time, candidates may make application for one or all, stating their preference. Failure to bid for vacancies will not affect seniority. This to include summer runs.

40. Enginemen set back firing, owing to falling off in business, will be placed as soon as possible on runs their age would entitle them to, and their records in the latter case will be included as enginemen.

41. Firing pony engines will be classed as special service, and does not affect a fireman's rights to other classes of service. Firemen leaving that class of service will take the place that their age as firemen entitles them to, subject to the rules.

42. Firemen may have thirty days lay-off on receipt of permission from proper officer, without a written leave of absence, but if off over 30 days or under ninety days, to have written leave of absence from division superintendent. If absent over 90 days, time is to be deducted on seniority list. This not to apply in case of sickness, disability, or while engaged in committee work.

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43. When a run is restored after having been off over 60 days, it should be advertised the same as a new run. If restored within 60 days, the man who held run when it was taken off must go back upon it unless he has regularly bid in another run; but the man whom he displaces on account of his run being taken off cannot go back upon the run he originally held, and such run must be considered vacant and advertised according to Rule 39.

44. Three of the positions as firemen in the extra passenger service at Rensselaer, on the Hudson Division, will be advertised according to Rule 39.

45. Water coolers will be placed on all engines from April 1st to December 1st, and to be so constructed that the galvanized box is removable. Firemen may have ice where obtainable.

46. Any fireman who, for acceptable reasons, does not desire promotion or who fails to pass examination after third trial, shall lose road rights (trials to be not less than two months apart), and he may be placed in switch or hostler service, retaining his age from the first day employed as a fireman, providing, in the opinion of the examining board, his failure to pass the examination was not due to lack of proper interest and endeavor on his part; otherwise, his case shall receive no further consideration. This article to apply only to firemen in the service of the company at the time the progressive examination was adopted, October 1, 1904.

47. The company will furnish men to fill and clean headlights and markers on all pooled and double crewed road engines, and will furnish men to perform similar service on single crewed engines, pusher and helper engines where practicable, and will have supplies placed on engines where practicable, and consistent to do so.

48. Men will be furnished to shovel coal from rear of tender on engines turning at designated terminals where no coal is supplied.

49. Men will be furnished at designated places to clean fires, hoe out ash pans, clean out sparks from front end of engines in road service and shovel coal ahead from rear of tender on engines in road service.

50. Men will be furnished at designated places to clean fires, hoe out ash pans, clean out front ends of all yard engines, including pusher and helper engines, once in every 12 hours of service, and clean flues when reported necessary by enginemen.

51. Firemen on switch and work train engines will scour bells and figures on number plates, and clean above running board.

Company will furnish men to do all wiping and cleaning on pooled and double crewed road engines, except inside and outside of cab windows and inside of cabs, and will furnish men to perform similar service on single crewed road engines, pushers and helpers, where practicable.

Firemen will not be required to clean flues, wash paint work or wipe off tanks; paint, clean or blacken front ends of doors or smoke arch; this to apply to all classes of engines.

52. Engines will be furnished with cushions and arm rests, which will be kept in repair.

53. All extra passenger firemen will be required to fire hard coal run for a period of 90 days before being permitted to bid in through run; this to apply only to the Hudson Division.

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54. Firemen on regular runs, if used to make another trip after arriving at terminal and after completing day's work of 100 miles or more, shall be allowed at least 100 miles additional for such extra trip.

55. No yard fireman or a fireman who has lost his road rights shall be promoted to engineman, except those who have already passed third series examination; this not to apply to firemen on the Mohawk Division, who entered yard service prior to January 1, 1905, with the understanding that they were to be promoted to enginemen, Seventy-second Street, New York, excepted. Firemen governed by this rule will not be required to take third series examination.

56. Firecleaners will be furnished at all main terminals.

57. Two firemen on the same run will be allowed to change at terminals where most convenient, when the service will not be affected.

Yours truly,

J. P. BRADFIELD,

General Superintendent.

RUTLAND RAILROAD COMPANY, CONDUCTORS AND TRAINMEN.

Effective January 1, 1906, the following schedule will govern the pay of conductors, baggagemen, brakemen, and yardmen, on the Rutland Railroad, on all divisions and branches.

Wherever the word "trainmen" appears in different articles, it applies to conductors, baggagemen, brakemen and yardmen.

PASSENGER SERVICE.

RUNS OF				Conductors	Baggagemen	Brakemen
Under 3000 miles	per	calendar	month.....	\$70 00	\$45 00	\$40 00
3000-3500	"	"	"	75 00	47 50	42 50
3500-4000	"	"	"	80 00	50 00	45 00
4000-4500	"	"	"	85 00	52 50	47 50
4500-5000	"	"	"	90 00	55 00	50 00
5000-5500	"	"	"	95 00	57 50	52 50
5500-6000	"	"	"	100 00	60 00	55 00
6000-6500	"	"	"	105 00	62 50	57 50
6500-7000	"	"	"	110 00	65 00	60 00

When the total mileage made in any calendar month exceeds by one-half, or 250 miles, the minimum mileage, the higher or maximum mileage rate for such division of mileage will be paid.

For mileage exceeding the minimum and less than one-half, or 250 miles, between the minimum and maximum division, the minimum rate will be paid.

Article I.

Through freight conductors will be paid at the rate of two and seventy-five (2.75) hundredth cents per mile; through freight brakemen at one and eighty-five (1.85) hundredth cents per mile.

THROUGH FREIGHT.

		CONDUCTORS			
BETWEEN		Miles	Rate	Straight Trip	Round Trip
Ogdensburg — Alburgh		121.6	2.75	\$3 35	
Ogdensburg — Rouses Point		118.0	2.75	3 24	
Ogdensburg — Malone		60.4	2.75	1 65	\$3 33
Malone — Norwood to Cherubusco to Malone		111.0	2.75	.....	3 05
Alburgh — Rutland		104.5	2.75	2 86	
Rutland — North Bennington		52.6	2.75	1 46	2 89
Rutland — Burlington		67.4	2.75	1 84	3 71
Rutland — Bellows Falls		52.2	2.75	1 43	2 86
Malone — Moira to Cherubusco to Malone..		67.0	.....	.....	2 07
Alburgh — Cherubusco and return		81.2	.....	.....	2 07
Rutland — Bennington and return		114.2	2.75	.....	3 13

		BRAKEMEN			
BETWEEN		Miles	Rate	Straight Trip	Round Trip
Ogdensburg — Alburgh		121.6	1.85	\$2 26	
Ogdensburg — Rouses Point		118.0	1.85	2 18	
Ogdensburg — Malone		60.4	1.85	1 11	\$2 24
Malone — Norwood to Cherubusco to Malone		111.0	1.85	.....	2 05
Alburgh — Rutland		104.5	1.85	1 92	
Rutland — North Bennington		52.6	1.85	98	1 94
Rutland — Burlington		67.4	1.85	1 24	2 50
Rutland — Bellows Falls		52.2	1.85	95	1 92
Malone — Moira to Cherubusco to Malone..		67.0	.....	.....	1 50
Alburgh — Cherubusco and return		81.2	1.85	.....	1 50
Rutland — Bennington and return		114.2	1.85	.....	2 11

When the fraction exceeds five-tenths of a mile it will be allowed; when less, it will not be allowed.

WAY FREIGHT.

Tr	Between	Miles	Conduc-tors per month	Brake-men per month	Crews
224-225	Ogdensburgh — Alburgh	121.6	\$85 00	\$57 50	3
22-23	Alburgh — Burlington and return, including switching Alburgh, Noyan Junction, Rouses Point...	75.0	70 00	47 50	1
26-27	Burlington — Rutland	67.4	70 00	47 50	2
35	Switching Rutland-Proctor-Brandon and return	32.2	67 50	45 00	1
126-131	Rutland — Bellows Falls and return	104.4	75 00	50 00	1
127-122	Bellows Falls — Rutland and return	104.4	70 00	47 50	1
121-120	Bellows Falls — Rutland and return	104.4	70 00	47 50	1
24-25	Rutland — Bennington	57.1	70 00	47 50	2
4-3	Bennington — Chatham and return.	114.6	70 00	47 50	1

Train numbers as per Time Table No. 15, effective October 9, 1905. Change in numbers of trains will not affect the rates paid.

Article II.

On through and extra freight trains overtime will be allowed when the time consumed between terminals exceeds by 35 minutes the time computed at rate of ten (10) miles per hour for actual mileage. On local freight trains overtime will be allowed when the time consumed between terminals exceeds by 35 minutes the time computed at rate of eight (8) miles per hour for actual mileage. Conductors will be paid at rate of twenty-seven and a half (27.5) cents per hour, and brakemen at rate of eighteen and a half (18.5) cents per hour.

Overtime will be allowed on through and extra freight trains on turn around trips for all time used on the round trip in excess of ten (10) miles per hour, less one hour at all turn around points, excepting where the motive power department forces are not provided to handle engine; i. e., North Bennington, Summit (Bellows Falls Division), Cherubusco and Chatham.

Thirty-five minutes equal one hour.

Article III.

Overtime will be allowed on local freight trains, when the time consumed in making the trip exceeds by thirty-five (35) minutes the time given below:

Between Alburgh and Ogdensburg in excess of 15 hours and 15 minutes.

Between Rutland and Burlington, in excess of 10 hours.

Between Rutland, Bellows Falls and return, in excess of 12 hours and 35 minutes.

Between Rutland to Bennington, in excess of 10 hours.

Between Alburgh, Burlington and return, including switching at Alburgh, Noyan Junction and Rouses Point, in excess of 10 hours.

Between Bennington, Chatham and return, in excess of 14 hours and 15 minutes.

This does not apply to branch service.

Article IV.

Construction, work, snow plow and wreck train service will be paid at rate of two-seventy-five (2.75) per day of 12 hours for conductor and one-eighty-five (1.85) per day of 12 hours for brakemen, deducting meal hours, time to be computed from time listed to leave until train is returned or relieved. For time in excess of 12 hours, conductors to receive twenty-seven and a half (27.5) cents per hour and brakemen eighteen and a half (18.5) cents per hour; the above shall include time going to and from point of work or accident.

Thirty-five (35) minutes equal one hour.

If the rate of pay computed by hours exceeds the total computed by miles, hours will be used; if the rate computed by miles exceeds the rate computed by hours, miles will be used.

Article V.

Time will be computed from the time trains are listed to leave. Where time is not allowed as per conductor's time slip, it shall be returned to him at once with reasons for not allowing same, and corrected time slip sent in.

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BRANCH LINES — MIXED RUNS.

	Conductors, per month	Joint Baggage- men and Brakemen, per month
Addison Branch — mixed	\$60 00	\$42 50
Bennington Branch — 2 crews, passenger, mixed	80 00 Sum. rate	50 00
and switching service.....	75 00 Win. rate	45 00
Chatham, Bennington and return, Nos. 1 and 6..	60 00	45 00
Stephentown, Chatham and return, yard switch- ing at Chatham.....	60 00	40 00

The monthly rate includes all service performed on Summer and Winter runs, as per Time Table. Sundays included where and when scheduled.
Extra service will be paid pro-rata.

YARD SERVICE.

11 HOURS DAY.			11 HOURS NIGHT.		
LOCATION	Day Foreman	Night Foreman	Day Switchman	Night Switchman	Per hour Per day or night.
Rutland	\$0 22	\$0 23	\$0 18½	\$0 19½	
Alburgh . . . . .	.....	.....	1 60	1 60	
Ogdensburg	1 80	.....	1 60	1 60	do.
Bellows Falls . . . . .	.....	.....	1 60	1 60	do.
Burlington	1 75	.....	1 60	1 60	do.
Malone . . . . .	.....	.....	1 60	1 60	do.
Norwood . . . . .	.....	.....	1 60	1 60	do.

Dinner and supper hour to be worked if work in yard requires it, for which compensation at the above rates will be paid. Dinner hour to be allowed between 11 A. M. and 2 P. M., supper between 11 P. M. and 2 A. M., as work permits. Overtime in excess of 11 hours per day or night, to be paid at rates fixed above, at the stations enumerated. Thirty-five minutes equal one hour.

Article VI.

Passenger, freight and mixed train crews, assigned to regular runs and paid monthly salaries, will receive a full month's pay only when they continue on their regular runs throughout the month. Failing to do so, they will receive such proportion of the full month's pay as the service performed bears to the full month.

Article VII.

Trainmen deadheading over the road in company's service, will be paid one-half the rate paid for service performed.
In case of crew deadheading, with caboose, the first crew will deadhead, the second crew run the train, and on reaching terminal station, the deadhead crew will stand ahead of the crew with whom they deadheaded.

Article VIII.

When called on to attend court as witnesses for the company, trainmen will be paid at rate of—Conductors \$2.75 and brakemen \$1.85 per day, of twenty-four hours, and allowed one dollar for each twenty-four hours, in such cases, for expenses, when away from home; the court witness fees and mileage to be assigned to the company; no mileage to be allowed.

Article IX.

Crews running light with caboose, except where otherwise specified in this schedule, conductors will be paid two and seventy-five (2.75) hundredth cents per mile and brakemen one and eighty-five (1.85) hundredth cents per mile.

Article X.

Special passenger or excursion trains, where the round trip exceeds seventy-five miles or six hours' service, conductors will receive \$3.00, baggagemen \$2.00 and brakemen \$1.85; less than seventy-five miles, or less than six hours, one-half the above rates; over twelve hours' service, proportionate rates.

Article XI.

If crew is called to go out and is released after reporting for duty, there will be allowed the conductor three hours at rate of twenty-seven and a half (27.5) cents per hour; and brakemen eighteen and a half (18.5) cents per hour, but if notified that they will not be wanted before reporting for duty, no time will be allowed. The crew will stand first out.

Article XII.

Trains delayed, caused by wrecks, washouts or other causes which block the line, the trainmen if impressed into service at such washouts, wrecks, etc., will be paid at work-train rates per hour when so employed.

Article XIII.

Conductors acting as pilots, will receive schedule rates for the class of service performed.

Article XIV.

Short freight return trips, fifty miles or less, to be rated as fifty miles and paid at regular rates for the class of service performed. Short return trips, continuations of regular trips, will be paid actual mileage at rate in effect for the class of service performed.

Article XV.

When a trainman in regular service is called on to perform duties other than his own, he shall receive not less than his own rate of pay; this does not apply to extra men.

Article XVI.

Except where trains are required to regularly double hills, or are ordered to double, no mileage will be allowed; overtime to be figured on basis of actual mileage.

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Article XVII.

In calling trainmen for special trains or for special service, where in the opinion of the superintendent certain trainmen are better qualified for the service, he will disregard Article XXIII.

Article XVIII.

Trainmen who desire to lay off, except in case of sickness, will only be relieved in such case at the starting point of their runs.

Article XIX.

Conductors or brakemen, entering service for the first time, will be employed by the superintendent or trainmasters. They must fill out formal application on prescribed blanks, and will be considered permanently in the service of the company only when notified of the approval of their application by the superintendent.

Article XX.

All supplies such as lanterns, switch keys, ticket punches and book of rules, to be furnished by the company, and trainmen will sign receipt for same, agreeing that one dollar will be deducted from any money due them for failure to return switch key or ticket punch, and fifty (50) cents for book of rules or lanterns, provided same are lost, or not returned, when leaving the service, or satisfactory reason given for non-return.

Article XXI.

Conductors and brakemen will not be required to go out after sixteen (16) continuous hours of service without eight (8) hours' rest, provided notice is given the trainmaster or yardmaster in writing by such employees as require rest on arrival at terminal stations.

Article XXII.

When the forces are reduced on account of falling off in business, it shall be in the reverse order in which employees were promoted. Men temporarily dispensed with on this account will be given preference in employment, if their previous service was satisfactory.

Article XXIII.

Freight crews not assigned to regular runs, will run first in and out, so far as practicable.

Article XXIV.

Conductors and brakemen will be called one hour and a half before leaving time when practicable and they live within one mile of yard office. This does not refer to regular trains between the hours of 7 A. M. and 9 P. M.; but in case the train is annulled or listed later, the men will be notified by the caller as to when they will be required, signing the call book accordingly. The caller will be provided with a book in which the conductors and brakemen will register their names and time called, and any one failing to respond after thus being called will be disciplined, as may be deemed proper. In

case of emergency call, conductors and brakemen will report at the yardmaster's office as quickly as possible. They must in every instance sign the caller's book and not detain him, showing the time called on the book in the hands of the caller. The most available conductor and brakemen will be called for wreck train service or any emergency call from any terminal.

Article XXV.

Leave of absence must be secured from the trainmaster or his representative; and in event of illness, notice must be given immediately so that a substitute may be provided. Unless thus advised, they will be subject to call.

Article XXVI.

Employees in train or yard service, failing to pass the transportation department requirements on first examination, will be given a second examination within six (6) months, and failing, will be dismissed.

Article XXVII.

Frequenting saloons, use of intoxicating liquors or insubordination will be sufficient cause for dismissal.

Article XXVIII.

Trainmen will not be dismissed or disciplined, without a fair and impartial hearing, except as provided in Article XXXV. Investigation, by the proper officials of the company, will be held within ten (10) days, and employees will be notified within ten (10) days of the result of the investigation.

Trainmen may if desired be represented at investigations by an employee of the same branch of service, if in good standing.

The record of an employee, coming under the Brown system of discipline, effective January 1, 1905, may be seen by him on application to the head of the department in which he is employed.

No compensation will be allowed for attending investigations.

Article XXIX.

The service of trainmen in line of promotion will date from the time they are entered as trainmen, and employed as such.

Article XXX.

Trainmen will be promoted according to their term of service, depending upon their general good conduct, faithful discharge of their duties and ability to assume increased responsibility.

Article XXXI.

Vacancies in road and yard service will be advertised on the division bulletin boards to which they pertain, within ten days from the time they occur, for a period of ten days; and will be given to the oldest eligible

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employee bidding for same; provided, in the opinion of the superintendent or trainmaster, they are qualified and suitable therefor. Assignments when made will be bulletined.

Article XXXII.

Passenger brakemen will be promoted to train baggagemen according to their seniority and fitness.

Passenger brakemen will be promoted in passenger service according to seniority in passenger service.

Senior freight brakemen will be eligible for position as passenger brakemen when a vacancy occurs, if considered qualified and suitable for passenger service.

Passenger conductors will be promoted from freight service; train baggagemen will not be promoted to passenger conductors.

Article XXXIII.

Age or seniority in passenger service will not be taken into account if a train baggageman or passenger brakeman enters the freight service.

Article XXXIV.

When a trainman is temporarily transferred from one division to another, by the company, such transfer will not affect his rights on the division from which he was transferred.

Article XXXV.

Any employee will be dismissed without a hearing for intoxication or insubordination.

GEO. T. JARVIS,
General Manager.

RUTLAND, VT., *January 1st, 1906.*

RUTLAND RAILROAD COMPANY, ENGINEERS.

Effective January 1, 1906, the following schedule will govern the pay of enginemen on the Rutland Railroad, on all divisions and branches.

ARTICLE I. Enginemen in passenger service will receive two and nine-tenths (2.9) cents per mile; freight service, three and five-tenths (3.5) cents per mile; way freight service, four (4) cents per mile, except as shown below.

ARTICLE II. In through freight service, enginemen will receive ten (10) cents per trip less when handling an engine with cylinders under twenty (20) inches diameter, or their equivalent.

ARTICLE III. Where the mileage on way freight trains, in one direction or round trip, is less than one hundred (100) miles, enginemen will receive rate of \$3.50 per day.

ARTICLE IV. For light running, passenger rates will govern for divisions run over. Short return trips, continuations of regular trips, will be paid actual mileage at rate in effect for class of service performed.

YARD ENGINEMEN.

	11 hours day	11 hours night
Rutland	\$2.50	\$2.60
Ogdensburg	2.40	2.40
Alburgh	2.40	2.40
Burlington	2.40	2.40
Bellows Falls	2.40	2.40
Malone	2.40	2.40
Rouses Point	2.40	2.40
Norwood	2.40	2.40

Dinner hour to be allowed between 11 o'clock A. M. and 2 o'clock P. M., supper between 11 P. M. and 2 A. M., as work may permit.

If enginemen are not allowed full hour for dinner or supper, and are required to work any portion of it, they will be allowed full hour.

Overtime will be paid enginemen in yard service in excess of eleven (11) hours per day or night, at rates in effect at that station for service performed.

SCHEDULE OF RATES.

	Passenger	Through freight mixed cts.	Way freight cts.
PER MILE.			
Main line	2.90 cts.	3.50	4.00
Bellows Falls Division			
Ogdensburg Division			
PER MONTH.			
Addison Branch	\$85.00		
Chatham Division	85.00		
Bennington Branch, all service, including	90.00 summer		
assisting trains	85.00 winter		

Monthly rates include all service performed on summer and winter runs as per time table. Sundays included where and when scheduled.

Extra service will be paid pro rata.

FREIGHT SERVICE.

Straight and Round Trips.

BETWEEN	Miles	Rate	Straight	Round
Ogdensburg — Alburgh	121.6	3.50	\$4.27	
Ogdensburg — Malone	60.4	3.50	2.10	\$4.23
Malone — Norwood to Cherubusco to Malone	111.0	3.50	.....	3.88
Malone — Moira to Cherubusco to Malone.	67.0	2.90
Alburgh — Cherubusco and return	81.2	1st trip 2.90 2d trip 4.60

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BETWEEN.	Miles.	Rate.	Straight.	Round.
Rutland — Alburgh	104.5	3.50	3.64	
Rutland — Burlington	67.4	3.50	2.34	4.72
Rutland — Summit and return	36.6	.....	.....	1.75
Rutland — North Bennington	52.6	3.50	1.85	3.67
Rutland — Bellows Falls	52.2	3.50	1.82	3.64
.				
Bellows Falls — Summit and return.....	67.8	.....	.....	<div> 1st trip 2.90 2d trip 4.80 </div>

Enginemen assisting trains Bellows Falls to Summit, or Alburgh to Cherusco, to make one or more trips if required, at rate given above, if made within twenty-four hours.

Enginemen assisting trains Rutland to Summit to be paid above rate for each trip.

When the fraction exceeds five-tenths of a mile, it will be allowed; when less, it will not be allowed.

Article V.

Construction, work, snow plow and wreck train service will be paid at rate of \$3.50 for enginemen per day of twelve hours, deducting meal hours; time to be computed from time listed to leave until train is returned or relieved. For time in excess of twelve hours enginemen shall be paid at rate of thirty-five (35) cents per hour. The above shall include time going to and from point of work or accident.

If the rate of pay computed by hours exceeds the total computed by miles, hours will be used. If the rate computed by miles exceeds the rate computed by hours, miles will be used.

Thirty-five (35) minutes equal one hour.

This rate applies regardless of the class or size of engine assigned to service.

Article VI.

On through and extra freight trains overtime will be allowed when the time consumed between terminals exceeds by thirty-five (35) minutes the time computed at rate of ten (10) miles per hour for actual mileage. On local freight trains overtime will be allowed when the time consumed between terminals exceeds by thirty-five (35) minutes the time computed at rate of eight (8) miles per hour for actual mileage. Enginemen will be paid at rate of thirty-five (35) cents per hour.

Thirty-five (35) minutes equal one hour.

Article VII.

Overtime will be allowed on local freight trains when the time consumed in making the trip exceeds by thirty-five (35) minutes the time given below—

Between Alburgh and Ogdensburg, in excess of 15 hours and 15 minutes.

Between Rutland and Burlington, in excess of ten hours.

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Between Rutland, Bellows Falls and return, in excess of 12 hours and 35 minutes.

Between Rutland and Bennington, in excess of ten hours.

Between Alburgh, Burlington and return, including switching at Alburgh, Noyan Junction and Rouses Point, in excess of ten hours.

Between Bennington, Chatham and return, in excess of 14 hours and 15 minutes.

This does not apply to regular service on branch lines.

Article VIII.

Overtime will be allowed on through and extra freight trains on turn around trips for all time used on the round trip in excess of ten (10) miles per hour, less one (1) hour at all turn around points, excepting where the motive power department forces are not provided to handle engines; i. e., North Bennington, Summit (Bellows Falls Division), Cherubusco and Chatham.

Article IX.

Time will be computed from time trains are listed to leave. The termination of the trip will be when the engine is placed on assigned track at engine house, or relieved by hostler. Where time is not allowed as per engineman's time slip, it shall be returned to him at once with reasons for not allowing same, and corrected time slip sent in.

Article X.

Enginemen assigned to regular runs and paid monthly wages will receive a full month's pay only when they continue on their regular runs throughout the month. Failing to do so, they will receive such proportion of the full month's pay as the service performed bears to the full month.

Article XI.

Enginemen deadheading over the road in company's service will be paid one-half of rate paid for the service performed.

When called on to attend court as witnesses for the company, they shall be paid at rate of \$3.50 per day of twenty-four hours, and allowed \$1.00 for each twenty-four hours, in such cases, for expenses, when away from home; the court witness fees and mileage to be assigned to the company; no mileage to be allowed.

Article XII.

Trains delayed, caused by wrecks, washouts, or other causes which block the line, engine crew, if impressed into service at such washouts, wrecks, etc., will be paid at work train rates per hour when so employed.

Article XIII.

When an engineman starts on a run, and the engine becomes disabled and has to return to the shops, he will receive actual mileage to the place of the accident, at rate paid for the service performed; and at rate of thirty-five (35) cents per hour until relieved from duty by an authorized representative of the motive power department.

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Article XIV.

Except where trains are required to regularly double hills, or are ordered to double, no mileage will be allowed. Doubling for coal or water will be allowed actual mileage; overtime to be figured on basis of actual mileage.

Article XV.

Enginemen acting as pilots will receive schedule rates for the class of service performed.

Article XVI.

When an engineman is called to go out, and is released after reporting for duty, he will be allowed three (3) hours at rate of thirty-five (35) cents per hour; but if notified that he will not be wanted before reporting for duty, no time will be allowed. He will stand first out.

Article XVII.

Enginemen will not be required to go out after sixteen (16) hours' continuous service, without eight (8) hours' rest, provided notice is given the terminal enginehouse foreman in writing by such engineman, on arrival at terminal stations.

Article XVIII.

The oldest engineman in road service is to have preference of vacant runs, if considered competent and worthy, of which the management shall be the judge.

Article XIX.

When forces are reduced account of falling off in business, it shall be in the reverse order in which engineers were promoted. Men temporarily dispensed with on this account will be given preference in re-employment, if their previous service was satisfactory.

Article XX.

All supplies, such as switch keys, book of rules and lanterns, are to be supplied by the company; enginemen will sign receipt for same, agreeing that one (\$1.00) dollar will be deducted from any money due them for failure to return switch key, and fifty (50) cents for book of rules or lantern, provided same are lost or not returned when leaving the service, or a satisfactory reason given for non-return.

Article XXI.

Enginemen will be called one hour and a half before leaving time when practicable and they live within one mile of round house. This does not refer to regular trains between the hours of 7 A. M. and 9 P. M., but in case the train is annulled or listed later, the men will be notified by the caller as to when they will be required, signing the call book accordingly. The caller will be provided with a book in which the enginemen will register their names and time called, and any one failing to respond after thus being called will be disciplined, as may be deemed proper. In case of emergency call, enginemen will report at the engine house as quickly as possible.

They must in every instance sign the caller's book and not detain him, showing the time called on the book in the hands of the caller. The most available engineman will be called for wreck train service or any emergency call from any terminal.

Article XXII.

Through freight locomotives and crews, not assigned to regular runs, will be run first in, first out, as far as practicable.

Article XXIII.

Leave of absence must be secured from the superintendent motive power, or his representative. In event of illness notice must be immediately given, that a substitute may be provided. Unless thus advised, they will be subject to call. Enginemen who desire to lay off, except in case of sickness, will only be relieved in such case at the starting point of their runs.

Article XXIV.

Enginemen entering service for the first time will be employed by the superintendent of motive power and rolling stock. They must fill out formal application on prescribed blanks and will be considered permanently in the service of the company only when notified of the approval of their application by the superintendent of motive power and rolling stock, after having passed examinations in motive power and transportation departments.

Article XXV.

Enginemen who fail to pass the motive power and transportation department requirements on first trial will be given opportunity to pass a second examination within six months, and, failing, will be dismissed.

Article XXVI.

Enginemen eligible to promotion as passenger engineers will not be promoted from yard service. They must have served not less than six months in road service immediately preceding their promotion to passenger service.

Article XXVII.

Frequenting saloons, the use of intoxicating liquors or insubordination, will be sufficient cause for dismissal.

Article XXVIII.

Enginemen will not be dismissed or disciplined without a fair and impartial hearing, except as per Article XXX. Investigation, by the proper officials of the company, will be held within ten (10) days, and employees will be notified within ten (10) days of the result of the investigation.

Enginemen may, if desired, be represented at investigations by an employee of the same branch of service, if in good standing.

The record of an employee coming under the Brown system of discipline, effective January 1, 1905, may be seen by him on application to the head of the department in which he is employed.

No compensation will be allowed for attending investigations.

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Article XXIX.

When an engineman is temporarily transferred from one division to another, by the company, such transfer will not affect his rights on the division from which he was transferred.

Article XXX.

Any employee will be dismissed without a hearing for intoxication or insubordination.

GEOR. T. JARVIS,
General Manager.

RUTLAND, VT., January 1, 1906.

RUTLAND RAILROAD COMPANY, FIREMEN.

Effective January 1, 1906, the following schedule will govern the pay of firemen on the Rutland Railroad on all divisions and branches.

Article I.

Firemen in passenger service will receive fifty-seven (57) per cent. of engineers' pay unless otherwise specifically provided; through and local freight service fifty-five (55) per cent. of engineers' pay, unless otherwise provided.

Engineers' rates as follows:

Passenger, 2.9 cents per mile.

Through freight, 3.5 cents per mile.

Local, 4.0 cents per mile.

Construction, work, snow plow, wreck, \$3.50 per day of twelve (12) hours.

Article II.

In through freight service, firemen will receive twenty (20) cents per trip additional when firing an engine with cylinders twenty (20) inches in diameter or over, or their equivalent.

Article III.

Where the mileage on way freight trains, in one direction or round trip, is less than one hundred (100) miles, firemen will receive rate of \$1.92 per day.

Article IV.

For light running, passenger rates will govern for divisions run over. Short return trips, continuations of regular trips, will be paid actual mileage at rate in effect for class of service performed.

YARD FIREMEN.

	11 Hours Day	11 Hours Night
Rutland	\$1 50	\$1 60
Ogdensburg	1 50	1 50
Alburgh	1 50	1 50
Burlington	1 50	1 50
Bellows Falls	1 50	1 50
Malone	1 50	1 50
Rouses Point	1 50	1 50
Norwood	1 50	1 50

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Dinner hour to be allowed between 11 A. M. and 2 P. M.; supper between 11 P. M. and 2 A. M., as work may permit.

If firemen are not allowed full hour for dinner or supper, and are required to work any portion of it, they will be allowed full hour.

Overtime will be allowed firemen in yard service in excess of eleven (11) hours per day or night at rates in effect at that station for service performed.

SCHEDULE OF RATES.

Per Mile.	Passenger	Through Freight Mixed cts.	Way Freight cts.
Main Line	1.65 cts.	1.925	2.20
Bellows Falls Division.....			
Ogdensburg Division			
Per Month.		cts.	cts.
Addison Branch	\$50 00		
Chatham Division	50 00		
Bennington Branch, all service, including assisting trains.....	50 00 summer 47 50 winter		

Monthly rates include all service performed on summer and winter runs as per time table. Sundays included where and when scheduled.
Extra service will be paid pro rata.

FREIGHT SERVICE.

Straight and Round Trips.

BETWEEN	Miles	Rate	Straight	Round
Ogdensburg — Alburgh	121.6	192.5	\$2 35	
Ogdensburg — Malone	60.4	192.5	1 16	\$2 33
Malone — Norwood to Cherubusco to Malone	111.0	192.5	.....	2 14
Malone — Moira to Cherubusco to Malone	67.0	.....	.....	1 65
Alburgh — Cherubusco and return.....	81.2	.....	.....	1st trip 1 65 2d trip 2 65
Rutland — Alburgh	104.5	1.925	2 01	
Rutland — Burlington	67.4	1.925	1 29	2 60
Rutland — Summit and return.....	36.6	.....	....	1 10
Rutland — North Bennington	52.6	1.925	1 02	2 02
Rutland — Bellows Falls	52.2	1.925	1 00	2 00
Bellows Falls — Summit and return	67.8	.....	.....	1st trip 1 65 2d trip 2 41

Firemen assisting trains Bellows Falls to Summit, or Alburgh to Cherubusco, to make one or more trips if required, at rate given above, if made within twenty-four hours.

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Firemen assisting trains Rutland to Summit to be paid above rate for each trip.

When the fraction exceeds five-tenths of a mile, it will be allowed; when less, it will not be allowed.

Article V.

Construction, work, snow plow and wreck train service will be paid at rate of \$1.92 for firemen per day of twelve hours, deducting meal hours, time to be computed from time listed to leave until train is returned or relieved. For time in excess of twelve hours firemen will be paid at rate of nineteen (19) cents per hour. The above shall include time going to and from point of work or accident.

If the rate of pay computed by hours exceeds the total computed by miles, hours will be used. If the rate computed by miles exceeds the rate computed by hours, miles will be used.

Thirty-five (35) minutes equal one hour.

This rate applies regardless of the class or size of engine assigned to service.

Article VI.

On through and extra freight trains overtime will be allowed when the time consumed between terminals exceeds by thirty-five (35) minutes the time computed at rate of ten miles per hour for actual mileage. On local freight trains overtime will be allowed when the time consumed between terminals exceeds by thirty-five (35) minutes the time computed at rate of eight (8) miles per hour for actual mileage. Firemen will be paid at rate of nineteen (19) cents per hour.

Thirty-five (35) minutes equal one hour.

Article VII.

Overtime will be allowed on local freight trains when the time consumed in making the trip exceeds by thirty-five (35) minutes the time given below —

Between Alburgh and Ogdensburg in excess of 15 hours and 15 minutes.

Between Rutland and Burlington, in excess of ten hours.

Between Rutland, Bellows Falls and return, in excess of twelve hours and 35 minutes.

Between Rutland and Bennington, in excess of ten hours.

Between Alburgh, Burlington and return, including switching at Alburgh, Noyan Junction and Rouses Point, in excess of ten hours.

Between Bennington, Chatham and return, in excess of 14 hours and 15 minutes.

This does not apply to regular service on branch lines.

Article VIII.

Overtime will be allowed on through and extra freight trains on turn around trips for all time used on the round trip in excess of ten (10) miles per hour, less one hour at all turn around points, excepting where the motive power department forces are not provided to handle engines; i. e., North Bennington, Summit (Bellows Falls Division), Cherubusco and Chatham.

Article IX.

Time will be computed from time trains are listed to leave. The termination of the trip will be when the engine is placed on assigned track at engine house, or relieved by hostler.

Article X.

Firemen assigned to regular runs and paid monthly wages, will receive a full month's pay only when they continue on their regular runs throughout the month. Failing to do so they will receive such proportion of the full month's pay as the service performed bears to the full month.

Article XI.

Firemen deadheading over the road in company's service, will be paid one-half of rate paid for the service performed.

When called on to attend court as witnesses for the company, they shall be paid at rate of \$1.92 per day, of twenty-four hours, and allowed one dollar for each twenty-four hours, in such cases, for expenses, when away from home; the court witness fees and mileage to be assigned to the company; no mileage to be allowed.

Article XII.

Trains delayed, caused by wrecks, washouts or other causes which block the line, the engine crew, if impressed into service at such washouts, wrecks, etc., will be paid at work-train rates per hour when so employed.

Article XIII.

When a fireman starts on a run, and the engine becomes disabled and has to return to the shops, he will receive actual mileage to the place of accident, at rate paid for the service performed, and at rate of nineteen (19) cents per hour until relieved from duty by an authorized representative of the motive power department.

Article XIV.

Except where trains are required to regularly double hills, or are ordered to double, no mileage will be allowed. Doubling for coal or water will be allowed actual mileage; overtime to be figured on basis of actual mileage.

Article XV.

When a fireman is called to go out, and is released after reporting for duty, he will be allowed three (3) hours at rate of nineteen (19) cents per hour; but if notified that he will not be wanted before reporting for duty, no time will be allowed. He will stand first out.

Article XVI.

Firemen will not be required to go out after sixteen (16) hours continuous service, without eight hours rest, provided notice is given the terminal enginehouse foreman in writing by such fireman, on arrival at terminal station.

Article XVII.

The oldest fireman in road service is to have preference of vacant runs, if considered competent and worthy, of which the management shall be the judge.

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Article XVIII.

When the forces are reduced on account of falling off in business, it shall be in the reverse order in which firemen were promoted. Men temporarily dispensed with on this account will be given preference in re-employment, if their previous service was satisfactory.

Article XIX.

All supplies, such as switch keys, book of rules and lanterns, are to be supplied by the company; firemen will sign receipt for same (if issued), agreeing that one (\$1) dollar may be deducted from any money due them for failure to return switch key, and fifty (50) cents for book of rules or lanterns, provided same are lost or not returned, when leaving the service, or a satisfactory reason given for non-return.

Article XX.

Firemen will be called one hour and a half before leaving time when practicable, and they live within one mile of round house. This does not refer to regular trains between the hours of 7 A. M. and 9 P. M.; but in case the train is annulled or listed later, the men will be notified by the caller as to when they will be required, signing the call book accordingly. The caller will be provided with a book in which the firemen will register their names and time called, and any one failing to respond after thus being called will be disciplined, as may be deemed proper. In case of emergency call, firemen will report at the engine house as quickly as possible. They must in every instance sign the caller's book and not detain him, showing the time called on the book in the hands of the caller. The most available fireman will be called for wreck train service or any emergency call from any terminal.

Article XXI.

Through freight locomotives and crews, not assigned to regular runs, will be run first in, first out, as far as practicable.

Article XXII.

Leave of absence must be secured from the Superintendent Motive Power, or his representative. In event of illness, notice must be immediately given that a substitute may be provided. Unless thus advised, they will be subject to call. Firemen who desire to lay off except in case of sickness, will only be relieved in such case at the starting point of their runs.

Article XXIII.

Firemen entering service for the first time will be employed by the Superintendent of Motive Power and Rolling Stock. They must fill out formal application on prescribed blanks and will be considered permanently in the service of the company only when notified of the approval of their application by the Superintendent of Motive Power and Rolling Stock, after having passed examinations in motive power and transportation departments.

Article XXIV.

Firemen will not be eligible for promotion to engineers who have not served three (3) years as firemen. Immediately preceding promotion they shall serve at least six (6) months in road freight service, except the management deem such road freight service unnecessary.

Article XXV.

Firemen who fail to pass the motive power and transportation department requirements on first trial, will be given opportunity to pass a second examination within six (6) months, and failing, will be dismissed.

Article XXVI.

Frequenting saloons, the use of intoxicating liquors or insubordination will be sufficient cause for dismissal.

Article XXVII.

Firemen will not be dismissed or disciplined, without a fair and impartial hearing, except as in Article XXX. Investigation, by the proper officials of the company, will be held within ten (10) days, and employees will be notified within ten (10) days of the result of the investigation.

Firemen may, if desired, be represented at investigations by an employee of the same branch of service, if in good standing.

The record of an employee, coming under the Brown system of discipline, effective January 1, 1905, may be seen by him on application to the head of the department in which he is employed.

No compensation will be allowed for attending investigations.

Article XXVIII.

At terminals, where engine house forces are employed, coal will be placed on engines or shoveled forward; front ends and stacks will be cleaned and painted by round house forces. With this exception, firemen will clean inside and outside of cab, and everything on their locomotives above the running board. This does not apply to branch service where firemen will do the cleaning above running board, including front ends and shoveling coal forward when necessary.

Article XXIX.

When a fireman is temporarily transferred from one division to another by the company, such transfer will not affect his rights on the division from which he was transferred.

Article XXX.

Any employee will be dismissed without a hearing for intoxication or insubordination.

GEO. T. JARVIS,
General Manager.

RUTLAND, VT., January 1, 1906.

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ULSTER AND DELAWARE RAILROAD COMPANY, TRAINMEN.

THE ULSTER & DELAWARE RAILROAD,

OFFICE OF THE GENERAL SUPERINTENDENT.

RONDOUT, N. Y., *June 1, 1906.*

TO ALL CONCERNED:

The following Rules and the rates of pay (hereinafter mentioned) will be effective June 1, 1906:

1. The word "trainmen" in these rules applies to conductors, baggage-masters and trainmen employed in passenger, freight and yard service.

2. Twelve hours or less will constitute a day's work for freight trains (except way freight), milk trains, work trains, hill engines and yard engines.

3. Twelve hours or 216 miles or less will constitute a day's work for passenger trains.

4. Twelve hours or 108 miles or less will constitute a day's work for way freight trains, with overtime for doubling hills.

5. Engines assigned to Oneonta yard will work in Oneonta yard and may be called to make one extra run to Bloomville and return.

6. Engines assigned to Kingston yard will work in Kingston yard and may be called to work between West Hurley and Rondout.

7. Engines assigned to Rondout yard will work in Rondout yard and may be called to place and take cars from Staples' Mill switch.

8. Overtime will be paid at the rates hereinafter specified.

In computing overtime, thirty minutes or more will be counted as one hour; less than thirty minutes will not be counted.

9. Trainmen will be required to report for duty thirty minutes before the leaving time of schedule trains, and if required to be on duty before that time, they will be allowed one hour overtime for the extra service. If the service exceeds one hour, they will be paid regular overtime rates.

10. Trainmen reporting for duty and held less than six hours, will receive one-half day's pay; if held more than six hours will receive one full day's pay.

11. When a crew with a regular assigned run or work completes more than one-half of their regular day's work and are called upon to fill another position, one-half day's extra pay will be allowed for a run of fifty miles or less, and one full day's pay for a run of more than fifty miles. This will not apply to crews on the Stony Clove, Kaaterskill and Hunter Branch.

12. Yard crews will be allowed one hour for meals between the fifth and seventh hour from time of starting work. If required to work fifteen minutes of the meal hour, one hour's overtime will be allowed and thirty minutes will be allowed for meal hour as soon as possible.

13. When time made by trainmen is not allowed as per their time slips they should be notified of the reason. In the absence of a conductor, trainmen will put in their own time slips.

14. Unless necessary, road crews will not be required to do switching at terminal points, or station switching where yard engines are located, and passenger trainmen will not be required to cut or couple hose at terminal stations.

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15. Trainmen assigned to work away from home will be paid for time going and returning from the terminus where they reside.

16. A minimum allowance will be made of one full day for deadheading on freight trains and one-half day's pay for deadheading on passenger trains, at the rate of pay allowed for service on account of which they are deadheaded.

17. A roster of trainmen will be kept at terminal stations for inspection.

18. Engines will not be used an unreasonable length of time in switching service when they are not equipped with foot board and grab irons.

19. Trainmen will not be required to coal engines.

20. The rights of promotion will be governed by merit, ability and seniority.

21. Everything being equal, preference in promotion, or preferred runs, will be given to the man longest in the service.

22. The general superintendent will be the judge of the qualifications, keeping a record of the employees.

23. Trainmen will be allowed to examine their respective records on request.

24. When business falls off and trainmen are unable to make reasonable wages, the force shall be reduced in the same order as they were promoted.

25. Each employee shall have three trials for promotion.

26. A trainman will not be disciplined or dismissed without a fair trial, and when disciplined, if he considers that an injustice has been done him, he will within ten days have the right to appeal to the general superintendent and be represented by fellow employees of his own selection, and be given a hearing. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

27. Trainmen will be granted leave of absence as soon as possible after it is applied for and the stated time of absence will be posted on the roster.

28. Trainmen attending court or coroner's inquest for the company, or engaged in any other work assigned to them by the company, will receive the pay that they would have received in ordinary service, together with necessary expenses.

29. The board to be marked not later than 6 o'clock P. M.

30. Trainmen assigned to regular work will not be required to consult the board, but will be notified when their runs are changed or they are required to perform extra work.

31. Trainmen performing two classes of service shall receive the higher rate of pay.

32. When new time tables are put in effect, all trainmen may file in writing with the trainmaster their preference as to runs. In the assignment of runs these preferences will be taken into consideration in connection with the rights of the trainmen as to seniority and ability.

SCHEDULE OF RATES.

Trainmen on passenger trains, milk trains, freight trains (except way freights), work trains, hill engines and yard engines, \$2 per day.

Overtime 20 cents per hour.

Trainmen on way freight trains between Rondout and Oneonta, \$2.20 per day.

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Overtime 22 cents per hour.

Baggagemen and milk agents on all trains, \$2.10 per day.

Overtime 21 cents per hour.

E. COYKENDALL,

General Superintendent.

SCOW TRIMMERS, NEW YORK CITY.

[Terminating dispute of August 6-September 15, described in Table I. p. 76.]
This agreement made the 22d day of September, 1906, by and between Pasquale Caponigri, of the county, city and State of New York, party of the first part, and Scow Trimmer's Union, Local No. 738, of the same place, party of the second part, Witnesseth:

That the said Pasquale Caponigri, in consideration of the covenants on the part of the party of the second part hereinafter contained, doth covenant and agree to and with said Scow Trimmer's Union, Local No. 738, that the said Pasquale Caponigri, party of the first part, agree to pay union wages, as stated in the constitution of said union (Local No. 738) as follows:

FIRST. That the men that are engaged in removing the rubbish to be put in the machine will receive two dollars (\$2) per day.

SECOND. That the men that are engaged in working with a pitchfork will receive one dollar and fifty cents (\$1.50) per day.

THIRD. That the men that are engaged in removing paper will receive one dollar and fifty cents (\$1.50) per day.

FOURTH. That the men that are engaged in packing paper will receive one dollar and seventy-five cents (\$1.75) per day.

FIFTH. That the men that are engaged in removing paper bales, and other kind of rubbish from one place to another will receive one dollar and twenty-five cents (\$1.25) per day.

IN WITNESS WHEREOF we have hereunto set our hands and seals, the day and year first written.

(Signed) PASQUALE CAPONIGRI, [L. S.]

(Signed) BENIAMINE RICCIO, [L. S.]

President.

SCOW TRIMMER'S UNION, LOCAL 738.

Signed, sealed and delivered

in presence of

BERNARD F. CECERI,

FRANCIS A. DE MOTT.

STREET RAILWAY EMPLOYEES, ALBANY AND TROY.

SECTION 1. The United Traction Company will recognize and treat with its employees or with any committee of its employees when they desire to be heard in relation to any grievance.

SECTION 2. Day runs shall not be more than eleven (11) hours nor less than nine and one-half (9½), and shall be made as nearly ten (10) hours as possible. All relief runs less than eight (8) hours per day shall be run by extra men. In case of delay, men who are on the cars will be paid until relieved and men who have reported to relieve these cars shall be paid for

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their time at the regular rate unless excused by the division superintendent. Regular conductors and motormen who perform extra work shall be paid time and one-half from the time they are required to report for the extra work. Time-tables shall be posted in a conspicuous place at least five days before going into effect, except when emergencies arise.

SECTION 3. Regular conductors and motormen shall not be required to work overtime unless it becomes necessary by reason of the failure of reliefs to appear, and in this instance the division superintendent shall endeavor to so arrange that not more than one round trip shall be required and in no instance more than two round trips. All regular conductors and motormen who consent to and are assigned to extra work shall be entitled to extra compensation. Every regular conductor and motorman who performs work over and above his daily schedule shall be paid time and one-half from the time he is required to report.

SECTION 4. Conductors and motormen shall be given preference for work on snow plows and sweepers. All work on snow plows and sweepers shall be paid for at the rate of time and one-half.

SECTION 5. Committees of employes who desire leave of absence shall have preference over other employes in securing such leave.

SECTION 6. When employes are summoned before the general or division superintendents to answer charges it must be as soon as possible after the alleged offense was committed, and they shall lose no more time than is actually necessary, and if not found guilty of the alleged offense they shall be reimbursed for all time lost. When an employe is summoned before the superintendent for a violation of rules he shall, upon request, have time after hearing the charges against him to present any defense which he may have to the charge and shall, if he so desires, be entitled to an adviser or advisers. An adjournment of the hearing for the purpose of enabling him to present his defense shall be granted. Whenever a motorman or conductor is cited to appear before the superintendent to answer charges, in addition to the usual custom of having his name appear on the daily slate he is to be handed by the superintendent a copy of the charge or charges he is to answer to which charges he shall have one hour in which to make reply or answer. In case he is not satisfied with the decision of the superintendent he shall have the right to appeal to the general manager or to the vice-president of the company, and in these appeals will be entitled to an adviser or advisers and final decision shall be given within thirty days.

SECTION 7. In the record kept by the company for violation of rules by employes, the defense of the employe as well as the violation shall be a matter of record.

SECTION 8. The company agrees to furnish free transportation to all employes on all lines now owned and operated by the company, and an employe shall be permitted to occupy any unoccupied seat.

SECTION 9. In vacancies occurring on railroad crossings motormen and conductors shall have preference for such positions.

SECTION 10. The clerks at the several car houses will, when requested, count and verify conductors' daily receipts.

SECTION 11. The company agrees to permit any employe to be absent for not exceeding two weeks in any one year without interfering with his position

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on the slate until after the expiration of that time, provided that the extra list is sufficiently large to permit such vacation.

SECTION 12. In the appointment of conductors and motormen to positions of reserve crews preference will be given to motormen and conductors according to seniority, all other things being equal.

SECTION 13. The several rates of wages paid to employes for the year ending June 30, 1906, shall continue in force during the life of this agreement.

SECTION 14. This agreement shall remain in force until July 1, 1907.

For the company:

A. I. CULVER,
Vice-President U. T. Co.

For the employes:

WM. KAVANAUGH,
JOSEPH McLAUGHLIN.

STREET RAILWAY EMPLOYEES, NEWBURGH.

[Terminating dispute of August 3-23, described in Table I, p 78.]

MEMORANDUM OF AGREEMENT.

Executed in triplicate, made and entered into the day of, one thousand nine hundred and six, by and between the Orange County Traction Company, its successors, heirs, or assigns, party of the first part, and the Amalgamated Association of Street and Electric Railway Employees of America, Division 388, Newburgh, N. Y., party of the second part (hereinafter known as "Association"), Witnesseth:

That in the operation of its street and interurban lines by the party of the first part, both parties hereunto mutually agree:

SECTION 1. That the party of the first part, through the proper officers, shall treat with its employes, through the properly accredited officers, and the committees of Division 388, parties hereto, and officers of the Amalgamated Association of Street and Electric Railway Employees of America.

SECTION 2. All grievances, except the hiring and discharging of employees, shall be heard and settled by representatives of the party of the first part whose signatures are hereunto attached, or their successors, during the life of this agreement, and the executive board, or its representatives, of the party of the second part. All such meetings shall be held at the office of the party of the first part, designated as 244 Broadway, Newburgh, N. Y.

SECTION 3. That the oldest man in the service of the company as motorman or conductor shall have the preference of runs.

SECTION 4. That the employees shall have ample time for their meals, which shall not be less than fifty minutes.

SECTION 5. That the party of the first part agrees that, when it becomes necessary for a regular motorman or conductor to work over his daily schedule, the time shall start from reporting time, no extra time to be considered less than one hour.

SECTION 6. No man shall lose more time than is necessary when slated to see the superintendent, unless it be for dishonesty, or intoxication, or culpable negligence.

SECTION 7. That the party of the first part agrees that, during the life of this agreement, the straight runs will continue the same and all swing runs shall be completed in 12 consecutive hours.

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SECTION 8. That the party of the first part agrees that, during the life of this agreement, no man will be required to work over one hour on the city lines or two hours on the Walden and Orange Lake line after his daily schedule is completed, for the failure of a relief not reporting for his car.

SECTION 9. Payment for lost time in the matter of discharge or suspension where reinstatements are effected.

SECTION 10. Free transportation to all employees.

SECTION 11. Suspension or discharge of employees shall not be made public.

SECTION 12. Uniforms may be purchased in open market.

SECTION 13. Bulletin board to be placed in the men's waiting room for the use of the Association.

SECTION 14. That all cars shall be vestibuled, with side curtains, in service during winter season.

SECTION 15. No motorman or conductor shall be compelled to work overtime except in extreme cases. This section applies to extra, as well as regular men, while said extra men are on duty as regulars.

SECTION 16. That the party of the first part agrees that the wages for all motormen and conductors shall be 16 cents per working hour for the first six months; 18 cents per working hour for the second six months; 20 cents per working hour for the second and third year, and 21 cents per working hour thereafter, during the life of this agreement.

SECTION 17. All men regularly employed by the said company, as motormen and conductors, shall receive the preference of all snow plough work and shall be paid at the rate of 25 cents per hour, with meals allowed by the said company for such work.

SECTION 18. In order to successfully carry out this agreement, the party of the first part agrees that all motormen and conductors shall become and remain members in good standing in the above named Association.

SECTION 19. For the interest of the party of the first part, the party of the second part agrees to obey all rules of the company and to act in a courteous manner to the patrons of the road and to try, to the best of their ability, to carry out the business of the party of the first part in a successful manner.

SECTION 20. This agreement shall be in full force and effect for and during the term of three years from date.

SECTION 21. The party of the first part shall have the right to hire and discharge employes at any time during the life of this agreement.

ORANGE COUNTY TRACTION COMPANY,

By

(Signed) W. H. MARTIN, *President*,
W. C. DEWITT,
S. M. BOYD,
TERENCE HARTNETT,
G. HALSTEAD,

*Executive Committee of the Amalgamated Association of Street and Electric
Railway Employees of America, Division 388, Newburgh, N. Y.*

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TEAMSTERS, ALBANY.

AGREEMENT

Between Team Owners, of Albany, N. Y., and International Brotherhood of Teamsters Union No. 294, of Albany, N. Y.:

1. That none but union teamsters be employed.
2. The rate of wages shall be: For single drivers \$10 per week and for double team drivers \$12 per week.
3. Sand drivers are to receive \$12 per week.
4. Double rate of wages to be paid for the following: Sundays, Thanksgiving Day, Christmas, New Year and Labor Day.
5. Men are to report at barn at 6 A. M. and quit as near 6 P. M. as possible. After 6 P. M. the rate of wages shall be time and one-half.
6. When non-union teamsters are employed in any barn, employees shall have the right after investigating the matter, to quit work until the same has been adjusted, without violating this agreement.
7. The above agreement to go into effect May 1, 1906, and continue in force until May 1, 1907.
8. It is also agreed to reinstate all members who are out on strike.

Signature.....

Address.....

TEAMSTERS, NEW YORK CITY.

(a) COACH AND CAB DRIVERS.

[Reported by the union as also signed December 1, 1905, by thirty employers outside the Livery Keepers' Association.]

AGREEMENT

Entered into between Coach and Cab Drivers, Local No. 607, and their respective employers:

SECTION 1. That each driver gets 10 hours off with 10 minutes to put away horse.

SECTION 2. That each driver gets one hour for dinner and one hour for supper. In the event of losing either meal to take the time off the following morning. No driver to be fed after reporting for work, or to get his two meals at one time until after 4 o'clock.

SECTION 3. When a driver is kept out until 2 A. M., he takes his dinner before reporting for work, giving him 11 hours off instead of 10.

SECTION 4. All drivers, including monthly men, to receive \$15 per week, salary to be paid weekly.

SECTION 5. When a driver is compelled to take or takes a day off with leave, or many, he takes 24 hours for each day and his allotted time as if reporting the following morning, or otherwise he takes 34 hours off. Where men get days or weeks off during summer months, they to get it in their turn.

SECTION 6. When a driver is kept out until 6 A. M., or later, he takes 24 hours off with pay.

SECTION 7. That each driver gets a 6 o'clock night in his turn every twelfth night.

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SECTION 8. Abolish all extra drivers.

SECTION 9. Only members of Coach and Cab Drivers' Local No. 607, I. B. of T., with paid up cards, to be employed.

SECTION 10. No driver, excepting monthly men, to be expected to clean horses, harness, or wash vehicles, excepting to sponge off panels or clean plating on harness.

SECTION 11. Should any condition arise which cannot be adjusted by the representative of this local union, the same to be submitted to arbitration, the arbitration board to consist of an equal number of employers and an equal number of drivers. No lockout or strike to take place pending decision.

SECTION 12. This agreement to be in force until December 1, 1907.

In behalf of Local 607:

JAMES KENNEY,

President.

W. H. ASHTON,

Business Representative.

In behalf of the Livery Stable Keepers Association:

JOHN H. NAUGHTON,

Chairman Executive Committee.

(b) FUNERAL COACH DRIVERS ABOVE FOURTEENTH STREET.

[Terminating dispute of May 11-12, described in Table I, p. 78, and also in Chapter IV.]

AGREEMENT

Entered into between Funeral Drivers' Local No. 643 and the Coach Owners' Association of New York city:

SECTION 1. That existing working conditions regarding hours remain the same as heretofore. All drivers to get eleven (11) hours off from the time of leaving stable until reporting for work next day. Men on watch are to report for work at the usual hour in the morning.

SECTION 2. That each driver get one (1) hour for dinner as near the middle of the day as possible.

SECTION 3. Drivers to be paid two dollars (\$2) per day, salary to be paid weekly.

SECTION 4. When a driver is kept out until 6 A. M. he receives twenty-four (24) hours off with pay.

SECTION 5. Only members of International Brotherhood of Teamsters of Manhattan and Bronx, with paid up cards to be employed. No driver to be taken away from employment unless a suitable driver is furnished to take said driver's place.

SECTION 6. That one dollar and twenty-five cents (\$1.25) be paid to extra drivers for all cemetery calls. City funerals, seventy-five cents (\$.75).

SECTION 7. That existing working conditions in stables at present remain as heretofore. If abused to be taken up in conference.

SECTION 8. That an employer has the right to hire immediately, any man who signifies his intention of becoming a member of the International Brotherhood of Teamsters.

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SECTION 9. That the initiation fee in Funeral Drivers' Local No. 643 is not to exceed ten (\$10) dollars during the term of this agreement.

SECTION 10. Nothing contained herein to effect contract with Local No. 164.

SECTION 11. Should any condition arise violating this agreement which cannot be adjusted by the representative of this local union and the employer, the same to be submitted to arbitration; the arbitration board to consist of an equal number of employers and an equal number of drivers. No lock-out or strike to take place pending decision.

This agreement to go into effect on May 15, 1906, and to remain in force until May 15, 1907.

For Funeral Drivers' Local No. 643:

WM. H. ACKERMAN,

President,

EDW. GOULD,

Pres. Joint Ex. Council.

For the Coach Owners' Association:

CHAS. FAULHABER,

Secretary,

FRED HULBERG,

President.

(c) FUNERAL COACH DRIVERS BELOW FOURTEENTH STREET.

[Terminating dispute of May 20-25, described in Table I, p. 78, and also in Chapter IV.]

TENTATIVE AGREEMENT.

Agreement made and entered into this 31st day of May in the year 1906 by and between the New York Coach Owners' Association, party of the first part, and the undersigned, party of the second part.

SECTION 1. All drivers to receive fourteen dollars (\$14) per week (seven days).

SECTION 2. All drivers to receive eleven (11) hours off time from putting away horses, but if requested to report back, when he shall get the time off the following day.

SECTION 3. All drivers to receive one (1) hour for meals as near the middle of the day as possible.

SECTION 4. If a driver is out until 6 A. M. he shall receive twenty-four (24) hours with pay.

SECTION 5. All working conditions to be as heretofore in stables.

SECTION 6. No driver to be taken from work unless a suitable man is put in his stead.

SECTION 7. Only members of the International Brotherhood of Teamsters or those willing to become members at the next regular meeting to be employed.

SECTION 8. Funeral calls to 101st street, \$1.25; to 150th street, \$1.50; to Woodlawn, \$1.75; to city, 75 cents; to city across ferry, \$1.

Weddings.—If a driver does a funeral he shall receive fifty (50) cents for the first wedding and each other wedding or lap he shall receive twenty-five (25) cents. From 59th street to 129th street, \$1; all Shule weddings, fifty (50) cents.

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SECTION 9. When a driver does no funeral he shall receive for the first two (2) weddings at the rate of fifty (50) cents, each additional wedding twenty-five (25) cents.

SECTION 10. Hospital calls to 59th street, 50 cents; from 59th street to 129th street, \$1; from 129th street to city limits, \$1.50; boat call, city, 50 cents; boat call, Hoboken, 75 cents; boat call, Hoboken and return, \$1.

SECTION 11. If a driver shall do two funerals below 59th street he shall receive two dollars (\$2), if above 59th street, he shall be paid at the regular rate of scale.

SECTION 12. Should any difference arise which cannot be adjusted by the representative of the local union the same to be submitted to arbitration. The arbitration board to consist of two employers and two drivers, and a party disinterested to both, whose decision shall be final. No strike or lock-out to take place pending decision.

SECTION 13. This agreement shall remain in force from the 31st day of May, 1906, and shall continue from year to year thereafter.

Should either party wish for a change, then thirty days notice shall be given in writing.

This agreement to be in force until the 31st day of May, the year 1907.

In witness whereof we have hereunto set our hands and seals this 31st day of May, 1906.

Signed and sealed in the presence of

.....
.....

For the purposes of a truce until the agreement is signed we certify to the above understanding having been arrived at in our presence.

FRANK P. FALL,

International Brotherhood of Teamsters.

ROBERT W. HAWTHORNE,

Industrial Mediator, State of New York.

DAVID REICH,

Chairman Employers' Committee.

(d) PROVISION TEAMSTERS.

[Reported by union as signed by thirteen employers.]

This agreement between the undersigned firms, parties of the first part, and Beef, Small Stock and Provision Teamsters, party of the second part, and hereinafter designated the organization, shall govern all wages and conditions herein set forth, from August 14, 1906, to August 14, 1907:

SCHEDULE OF WAGES.

Four (4) horse teamsters to receive \$20 per week.

Three (3) horse teamsters to receive \$19 per week.

Two (2) horse beef teamsters to receive \$18 per week.

One (1) horse beef teamsters to receive \$15 per week.

Market and shipping teamsters to receive \$16 per week.

Two (2) horse prime beef teamsters to receive \$17 per week.

One (1) horse prime beef teamsters to receive \$15 per week.

Small stock teamsters to receive \$17 per week.

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CONDITIONS.

SECTION 1. Teamsters shall not be compelled to work more than (65) sixty-five hours per week.

SECTION 2. Any teamster receiving any more wages than in the schedule stated forthwith shall not suffer a reduction in wages.

SECTION 3. Beef teamsters shall not do any work appertaining to ice boxes or shall they be required to handle a knife or saw. Existing conditions concerning small stock and prime beef teamsters to prevail.

SECTION 4. Teamsters shall not be required to hang meat in the ice box when delivering meat to customers.

SECTION 5. No meat to be delivered on Sundays except to hospitals in case of emergency or steamships which arrive or sail on Sundays.

SECTION 6. No chucks to be loaded for immediate delivery after 6 P. M., except fresh meat for export and chucks after Jewish holidays.

SECTION 7. Beef teamsters not to load any beef on night run. On small stock and prime beef, also on day run of beef teamsters existing conditions to prevail.

SECTION 8. Teamsters not to be required to do any stable work, nor shall they be required to clean horses or harness. Teamsters, however, have to brush off their horses at night before leaving stable, and do harness cleaning on such days as foreman thinks that they have plenty of time to do so.

SECTION 9. Teamsters to cart one load of meat on the mornings of the following holidays: New Year's, Fourth of July, Labor Day. No work on Christmas. Such holidays to be considered a full day's work. On Labor Day all loading to stop at 6 A. M. No driver to take out more than one load. No shipments to Coney Island or Yonkers. Customers in the Bronx, Staten Island and other far off points to be notified that they must be open at 4 A. M. Such loads to be arranged so that the farthest point be delivered first.

SECTION 10. No teamster should be discharged or laid off for rendering service to the organization.

SECTION 11. On any difference which should arise between the contracting parties and which cannot be decided satisfactorily between the contracting party and the house committee, it shall be submitted to arbitration. The arbitration committee to consist of six (6) persons, three (3) to be selected by the employers, three (3) by the employees and the seventh (7th) man to be chosen by these six (6) in case they cannot come to a satisfactory agreement. The decision of the arbitration committee to be considered final. No lock-out or cessation of work to occur pending the decision. Should the arbitration board find that any employee was unjustly discharged by the employer, in such case the employer to pay the employee waiting time. Arbitration board to meet not later than forty-eight (48) hours after they are notified. It is understood that none of the aggrieved parties of the arbitration can be on the committee.

SECTION 12. On any point not covered by this agreement existing conditions to prevail.

TEAMSTERS, TROY.

[Reported by union as signed by twenty-one employers.]

AGREEMENT

Between the undersigned team owners and the Heavy Transfer Drivers' Local No. 227, affiliated with the International Brotherhood of Teamsters and the Central Federation of Labor of Troy, N. Y.

SECTION 1. It's agreed to employ only union teamsters, members of the above-named union.

SECTION 2. The wages will be not less than eleven (11) dollars for single horse drivers, nor less than twelve (12) dollars a week for team drivers.

SECTION 3. Double time will be paid for work on Sundays and holidays.

SECTION 4. When teamsters report to their barn and care for their horses on holidays regular wages will be paid. Holidays to be Fourth of July, Labor Day, Thanksgiving, Christmas and New Year's.

SECTION 5. When the services of new employees is needed preference will be given to members of the above-named union.

SECTION 6. When a non-union or suspended teamster is employed in any barn employees have the right to quit work after investigation by their undersigned representative until the same has been properly adjusted without violating this agreement.

SECTION 7. If a strike should occur over the signing of this agreement former employees will be reinstated at settlement.

SECTION 8. Agreement to go into effect April 1, 1906, and continue until a change is desired by either parties. Changes can only be made on thirty (30) days' notice in writing and no change to be made other than the first (1st) day of April.

Signature of Employer,

.....

Signature of Union by

N. S. LAUGHAN,

Business Agent.

XIV. MISCELLANEOUS.

BARTENDERS, ALBANY.

[The general agreement of the H. & R. E. I. A. and B. I. L. of A. that accompanies all union bar and union house labels.]

No label should be granted until this contract has been signed.

AGREEMENT BLANK FOR BAR LABEL OR UNION HOUSE CARD.

No label should be granted unless this agreement has been signed by the proprietor or manager of the establishment where the label or union house card is to be in use. The laws of the International fully cover the use of all labels. The signing of this receipt makes it a binding contract.

H. & R. E. I. A. AND B. I. L. OF A.

Received of Local No. 228, union label No. 999. The conditions for which said label is granted are:

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FIRST.—That the undersigned agree to employ only members in good standing of this Local No. 228 of Albany, N. Y., and to sell union labeled goods whenever possible.

SECOND.—To display the label in a conspicuous place.

THIRD.—That the said label remains the property of Local No. 228 of Albany, N. Y., and subject to return on demand; and the undersigned further agrees that no interest or title in said label is acquired by the payment of the fee for the use of said label, and that said label is held and used under a license only, not coupled with an interest, and revocable at the option and pleasure of said Local No. 228.

In consideration thereof this Local No. 228, of Albany, N. Y., agrees to use all its influence with organized labor and its friends to patronize only such places as display the union label.

.....190 Signed.....
No..... Street..... City of

This label is never the property of individual members.

BARTENDERS, BINGHAMTON.

[Reported by union as signed by three-fourths of the employers.]

Minimum scale of wages of hotels and saloons in the city of Binghamton.

Under jurisdiction of Bartenders' League, No. 173.

Arlington Hotel, \$50 and board.

Bennett Hotel, \$50 and board.

Crandall Hotel, \$35 and board.

Wales Hotel, \$35 and board.

Lewis Hotel, \$35 and board.

Congdon House, \$35 and board.

McDonald House, \$35 and board.

All other hotels, \$30 and board.

Saloons in central part of the city, minimum wages, \$13 a week.

Saloons under the \$13 scale jurisdiction shall be as follows: Bounded on west, Front street; north, railroad tracks; south, Susquehanna river; east, Fayette street.

All other outside places shall be \$11 a week, if with board \$30 a month.

Sixty hours shall constitute a week's work.

If two men are working in same place they shall work the long and short trick.

If a member shall work every night he shall have one night a week off.

All overtime shall be paid for at the rate of thirty cents an hour.

This agreement shall in no way affect the wages now being paid over this scale.

This agreement goes into effect June 1, 1906, for one year.

All bartenders leaving a job shall give proprietor one week's notice.

All proprietors shall give bartenders one week's notice before discharging.

We further agree to employ, as far as possible, members of Bartenders' League, No. 173, in good standing.

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CLERKS AND SALESMEN, BATAVIA (WITH RETAIL GROCERS AND BUTCHERS).

[Reprinted from the Batavia News of May 14, 1906. Elsewhere the date of the inauguration of the shorter hours is given as April 2.]

To union men and sympathizers with organized labor:

Agreement by and between the undersigned retail grocers and butchers, in the village of Batavia, N. Y., party of the first part, and the Retail Clerks' Local, No. 581, and Meat Cutters' Local, No. 430, parties of the second part, to wit:

We, the undersigned grocery and meat dealers of the village of Batavia, N. Y., do agree to close our places of business as follows:

Commencing Tuesday, May 15, 1906, on all evenings throughout the year at 6.30 P. M., excepting Monday evenings, Wednesday evenings at 8 P. M., and Saturday evenings, with the privilege of keeping open all evenings previous to holidays.

We further agree that when a holiday falls on Saturday to close at 10.30 A. M., and when a holiday falls on Monday to close at 9.30 A. M.

We also agree to close on the following holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

In consideration of the above agreement, we, the members of the Retail Clerks' Local, No. 581, and the Meat Cutters' Local, No. 430, do agree to do all in our power to advance the welfare and best interests of the undersigned merchants:

A. M. Hunt, Elliott & Jewell, A. M. Bird, W. E. Woodbury & Co., Geo. H. Phelps, H. M. Johnson, F. C. Heal, A. James & Co., H. G. Williams, J. S. Brown, Jos. Greentaner, T. F. Good, Delano & Drake, J. M. Thomas, E. Main, J. B. Jones, H. J. Kellogg, John Ebling.

CLERKS AND SALESMEN, NEW YORK CITY (WITH DRY GOODS MERCHANTS).

Memoranda of agreement, made and entered this 17th day of February, 1906, by and between the Retail Clerks' Union of New York, affiliated with the United Hebrew Trades, party of the first part, and
....., party of the second part, viz:

FIRST.—That the party of the first part, hereby agrees to and with the said party of the second part, to furnish the said second party, all the clerks which the said party of the second part may require for the purpose of vending goods in his place of business, also agrees that all the so furnished clerks shall be competent and skillful in said employment.

SECOND.—And said party of the second part agrees to and with said party of the first part to employ or cause to be employed none but bona fide members of the said party of the first part, that is to say that all help employed by the party of the second part shall and will be members in good standing of the party of the first part.

THIRD.—And it is further agreed between the parties to these presents that six (6) days shall constitute a week's work, to wit: To work every day in the week excepting Saturday; that on Friday work shall cease at 5 P. M. and not to begin until Saturday at 6 P. M., and that said employees so furnished by said party of the first part should not be required nor allowed

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by the said party of the second part to work in any other way than heretofore specified.

FOURTH.— And it is agreed that in case of any disagreement arising between the parties to these presents, such disagreement or misunderstanding shall be submitted to an arbitration committee, providing the same can not be settled between the parties without the aid of said arbitration committee. The said arbitration committee shall be composed as follows: One to be selected by each of the parties hereto, and the so selected shall select a third party to said committee.

FIFTH.— And it is finally agreed that this agreement shall and will remain in force for a period of one (1) year from date.

In witness whereof, the party of the first part has hereunto caused this agreement to be signed by its secretary and sealed with its seal, and the said party of the second part has signed and sealed the date day and year first above written.

Witnessed by,

..... (L. S.)
..... (L. S.)

CLERKS AND SALESMEN, SALAMANCA.

This agreement, made and entered into between the Retail Clerks' International Protective Association, and the Retail Merchants of Salamanca, N. Y.:

This agreement, mutually entered into this first day of April, in the year of our Lord, nineteen hundred and six, by and between the Retail Clerks' International Protective Association, through their authorized agents, Albert Coe as president of Local No. 834, and Fred Barton as secretary of Local No. 834, of the village of Salamanca, State of New York, parties of the first part, and retail merchants of the city of Salamanca, State of New York, parties of the second part.

Witnesseth, That said parties of the first part, in consideration of the covenants and agreements hereinafter mentioned, mutually agreed upon by and between all parties to be kept, done and performed, do hereby lease for the period of two years to the said parties of the second part, one (1) union store card, the property of and issued by the Retail Clerks' International Protective Association.

Parties of the second part agree that their stores located in the city of Salamanca, State of New York, shall close all day Sunday, and the following legal holidays: Decoration Day, Labor Day, Thanksgiving and New Year's Day, except when said holidays fall on Saturday, when stores will be kept open all day, (stores will be kept open on evenings previous to said holidays), and at 6.30 P. M. on week days, except Saturday and Tuesday evenings. Said stores shall be closed all day on Fourth of July, except in case of local celebration, and open in the forenoon of July 4th, when there is a local celebration. Store shall be kept open until 12 noon on Christmas Day. Said stores shall be kept open on Erie and B., R. & P. pay day evenings and from December 10th to the 24th inclusive, no definite hours.

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SPECIAL AGREEMENTS WITH HARDWARE STORES.

We agree that the hardware stores shall be exempt from the above agreements during the months of June and July, but not to retain clerks and bookkeepers after 6.30 P. M.

SPECIAL AGREEMENTS WITH MEAT MARKETS.

We agree that all meat markets be allowed to keep open forenoons of the above named holidays if they so desire.

We, the Clerks' Union, agree to enforce the above hours of closing, and in the event of the Clerks' Union not enforcing said agreements, after thirty days' notice, we agree this agreement shall be null and void.

It is further agreed by all parties that the interests of each shall be mutually taken care of and advanced, and that any violation of the foregoing stipulations shall be sufficient cause for the surrender of the union card.

Retail Clerks' International Association, Parties First Part,

By ALBERT COE,

President Local No. 834.

By FRED W. BARTON,

Secretary Local No. 834.

Senear & Gardner, Austin, Lloyd & Babcock Co., Winer & Son, A. V. Newton, Sidney S. Banton, Abe Sales, F. L. Grant, W. H. Shaw, B. F. Eaton, Bell Brothers, J. A. Andrews & Son, C. A. Swan, Tony Maroney, Kegerries & Smith, McCann, Hubbell & Co., Salamanca Co-Op. Mer. Co., B. D. Sheldon & Co., Goodsell Brothers, E. F. Norton, McCabe Bros., Fitzgerald Bros., A. Sander, George L. Hammond, Walrath Bros., A. Seitz, Mrs. M. E. Graves, Ellen Hughes, Hevenor Brothers.

NEWSBOYS, MIDDLETOWN.

[Terminating dispute of March 25-27, described in Table I, p. 80.]

Agreement between the Newsboys' Union and Charles N. Conklin, of Middletown, in effect March 27, 1906:

Article 1.—I, Charles N. Conklin, do hereby promise to arrive at the store at 6.15 A. M., on Sundays as well as week days.

Article 2.—I do also promise to sell no Sunday papers less than seven cents, at the store or anywhere else, except to the newsboys.

Article 3.—I also promise to allow one and one-half cents on all Sunday papers that are taken from the store by any boys, except the Elmira Telegram, on which I will allow a commission of one cent.

Article 4.—I also promise to employ only members (when obtainable) of the Newsboys' Union, to deliver the papers on Sundays or week days.

Article 5.—I further promise to hold no personal feelings toward any members of the Newsboys' Union.

Article 6.—The Newsboys' Union also promises to hold no grievances against Mr. Conklin.

Article 7.—This contract to hold good until either parties concerned offer seven days' notice of a desired change except in change of price of paper by New York offices.

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Article 8.—All former newsboys shall be retained in my service except those employed since March 25, 1906. And this applies to commission boys only.

Signed:

For the Newsboys' Union: Charles Bidwell, president; Roy Nearn, vice president; Charles Ebner, secretary.

Witness:

H. Lewis, secretary Machinist Lodge; J. L. Precour, member Central Body; C. H. Bowers, president Central Body; Wm. Phelps, member Central Body; Wm. H. Townsend, member Central Body.

Employer:

Charles N. Conklin.

THEATRICAL STAGE EMPLOYEES, ROCHESTER.

[Reported by the union as signed by all employers.]

The Theatrical Stage Employes' Union, Local 25, affiliated with the I. A. T. S. E. & A. F. of L.

This contract entered into this day of, between of Rochester, New York, party of the first part, and the Theatrical Stage Employes' Union of Rochester, New York, party of the second part.

First.—The said party of the first part hereby covenants and agrees that he or his agents will pay to the Stage Employes' Union the following schedule:

Master carpenters, \$18 a week.

Assistant carpenters, \$13.50 a week.

Property man, \$15 a week.

Assistant property man, \$7 a week.

Electrician, \$13.50 a week.

Flyman, \$13.50 a week.

Regular stage hands, by the week, \$12 a week.

Stage hands, flyman, electrician and extra hands, \$1.25 each performance.

Second.—Extra time for stage hands, 35 cents per hour.

Third.—Extra time for property men, 40 cents per hour.

Fourth.—Extra time for carpenter, 45 cents per hour.

Fifth.—All Sunday time, 60 cents per hour.

Sixth.—Rehearsals to be paid for at the rate of \$1.50 per man, providing said rehearsal does not last over three hours, all time after that to be paid for at the rate specified in sections 2, 3, 4 and 5.

Seventh.—In taking out shows all extra men to work half hour after last scene is struck, then they are to receive thirty-five cents per hour per man.

Eighth.—All scenes set on Saturday night after the performance will be paid for at the regular price of \$3 per set, this to include all classes of entertainments, except charity performances.

Ninth.—All men working by the week are to report at 10 o'clock A. M., work until 12 M., and from 1.30 until last scene is struck, and from 7.30 until